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# ORGANIZATION AND FUNCTIONS OF THE MASSACHUSETTS BUREAU OF STATISTICS

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The Bureau is organized into five permanent divisions: 1. The *Administration Division*, charged with duties supervisory in relation to the several divisions; 2. The *Labor Division*, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as well as questions of general economic and social interest; 3. The *Manufactures Division*, which collects and tabulates Statistics of Manufactures; 4. The *Municipal Division*, which collects and tabulates Statistics of Municipal Finances, audits municipal accounts and installs accounting systems in cities and towns, and supervises the issuance of town notes; 5. The *Public Employment Offices Division*, embracing the administration of the State Public Employment Offices, of which there are three, located respectively at 8 Kneeland Street, Boston; 47 Water Street, Springfield; and 48-52 Green Street, Worcester. During the period of taking and compiling the Census a sixth division, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices . . . ; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

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PUBLICATION OF THIS DOCUMENT

APPROVED BY THE

SUPERVISOR OF ADMINISTRATION.

**The Commonwealth of Massachusetts**

**BUREAU OF STATISTICS**

**CHARLES F. GETTEMY, Director**

**EIGHTH ANNUAL REPORT**

**ON**

**UNION SCALE OF WAGES AND HOURS OF  
LABOR IN MASSACHUSETTS**

**1917**

**LABOR BULLETIN No. 124**

(Being Part II of the Annual Report on the Statistics of Labor for 1918)



**JUNE 1, 1918**

**BOSTON**

**WRIGHT & POTTER PRINTING COMPANY  
STATE PRINTERS**

**1918**





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# UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1917.

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## INTRODUCTION.

This report is the eighth of a series of annual reports issued by this Bureau relative to the time-rates of wages and hours of labor prevailing in the organized industries and trades in Massachusetts.<sup>1</sup> The data herein presented were obtained principally as of the date July 1, 1917, at which time schedules of inquiry were sent, with few exceptions, to all of the local trade unions in the Commonwealth whose members were known to be working under a time-rate system.

In certain industries and trades, such as the boot and shoe industry, the textile industry, the metal trades, and the clothing trades, wages are paid on a piece-rate basis, but the piece-rates quoted are so numerous and the units of payment are so diverse that it has not seemed advisable to include them in this report. In those instances where organized workmen have endeavored to establish in an industry or trade a union scale of wages and hours of labor, but without any fair degree of success, such proposed scales have been omitted from this report. On the other hand, wherever, in any locality, a definite scale of wages and hours of labor has actually become effective in a strongly organized industry or trade, although it may not have been the subject of a formal, signed agreement between employers and employees, such scale has been included in this report.

The term "*time-rates of wages*", as used in this report, signifies the wages agreed upon in return for services for a specified period, *e.g.*, an hour, day, week, etc., and should not be confounded with *actual earnings*, since the earnings of employees depend both upon the rates of wages paid them and upon the *continuity* of their employment. The rates of wages

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<sup>1</sup> Previous reports relative to time-rates of wages and hours of labor effective in the organized industries and trades in Massachusetts on the several dates specified were issued by this Bureau as follows:

1910 (October 1). Part I of the Forty-first Annual Report on the Statistics of Labor.

1911 (October 1). Labor Bulletin No. 91.

1912 (October 1). Labor Bulletin No. 96.

1913 (October 1). Labor Bulletin No. 97.

1914 (July 1). Labor Bulletin No. 107.

1915 (October 1). Labor Bulletins Nos. 114 and 115.

1916 (July 1). Labor Bulletin No. 120.

serve chiefly to show, by comparison with rates published in earlier reports, the upward or downward trend of wages. Although the rate of wages may increase during a specified period, a scarcity of work may effect even a reduction in the actual earnings during that period, while, on the other hand, an abundance of work, by making possible overtime employment or by reducing the amount of unemployment, may have a favorable effect upon the actual earnings even though the rate of wages may have remained unchanged. Again, in the case of employees receiving a daily rate, the working hours per day may be reduced, thereby increasing the rate per hour, but leaving the actual daily wages unchanged. Likewise, the granting of a weekly half-holiday, without loss of wages, effects an increase in the hourly rate of wages while the actual weekly earnings remain the same. The recent great demand for workmen, particularly at the shipyards and in the machine shops and metal trades establishments, has made it possible for many workmen, both organized and unorganized, to command wages considerably in excess of the standard union rates which, under normal conditions, would prevail in the several localities. Usually, however, the union scale has been retained as the standard, while the employees receive additional compensation in the form of efficiency, service, and night bonuses, premiums, and overtime payments at rates in excess of those paid for work during the regular working hours.

Time-rates are calculated in various ways, but generally by the hour, day, or week. Thus, in the building trades, the wages are generally calculated by the hour, while in most mills and factories a weekly rate prevails. In this report the rate or unit shown is that reported by the union to this Bureau. In some cases the organizations have returned a rate per hour, per day, and week, as well as an overtime and a Sunday rate, thus indicating that each rate has been established among their members. In other cases a rate for only one period has been returned, *i.e.*, for an hour or for a day, and in such cases only the rate returned has been entered in this report, for the reason that the daily or weekly rates may not, in many instances, be computed accurately on the basis of the hourly rates. Frequently the agreements between employers and labor organizations contain clauses to the effect that workmen commencing work shall be paid for at least one-half day even though the hours actually worked may amount to less than one-half day.

The "*union scale*" establishes merely a minimum rate, less than which members are not supposed to accept, and a maximum number of hours, in excess of which they may not work at the regular rate of pay, and in

most cases members are liable to definite penalties for violations of such union rules. In some localities and in certain trades workmen receive more than the prescribed minimum rate and in some instances employees work less than the prescribed maximum number of hours, such variations being generally the result of individual negotiations which are determined by special qualifications of the individual employee or by the peculiar conditions existing in any single trade or establishment. Agreements sometimes provide that old and infirm employees may work for less than the union scale. Except where otherwise noted, this report has reference only to the minimum rates of wages and maximum number of hours which have become effective in the various organized trades, and does not purport to show the extent to which there may be individual variations from the established scales.

The authority for the data presented in this report has been derived in most cases from information furnished by organizations of employees. Exceptions appear, however, in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers.

Of the 1,578 local unions known to be in existence in Massachusetts on July 1, 1917, 896, having an aggregate membership of 129,641, are directly represented in these returns, and in addition to this number of organized workmen directly represented, large numbers of employees in steam and electric railway service and telephone, telegraph, and federal service, including both organized and unorganized employees, are represented by data furnished by their employers.

The preparation of this report has involved much correspondence with the officers of the various labor organizations in this Commonwealth and also a considerable amount of field work on the part of representatives of this Bureau. To some extent, also, it has been necessary to confer with the employers in order to supplement or confirm the data obtained from trade union officials. Almost invariably a spirit of hearty co-operation has been manifested by those whom it has been necessary to consult.



## A. GENERAL GROUP OF TRADES.

TABLE 1. BUILDING TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- ursday			
<b>Bricklayers, Masons, and Plasterers.</b>										
<i>Apprentices.</i>										
Attleboro, . . . . .	\$0.20	\$1.60	\$8.80	1½ T.	2 T.	8	4	44	12	
Boston (plasterers):										
First year, . . . . .	-	-	6.00	2 T.	2 T.	8	2-	40	2-	
Second year, . . . . .	-	-	9.00	2 T.	2 T.	8	2-	40	2-	
Third year, . . . . .	-	-	12.00	2 T.	2 T.	8	2-	40	2-	
Fourth year, . . . . .	-	-	15.00	2 T.	2 T.	8	2-	40	2-	
Brockton:										
First year, . . . . .	-	-	7.00	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	-	-	8.00	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	-	-	10.00	2 T.	2 T.	8	4	44	12	
Fall River (first year), . . . . .	-	1.50	-	1½ T.	1½ T.	8	4	44	12	
Fall River (third year), . . . . .	-	3.00	-	1½ T.	1½ T.	8	4	44	12	
Fitchburg:										
First year, . . . . .	-	1.25	-	1½ T.	2 T.	8	8	48	4	
Second year, . . . . .	-	1.50	-	1½ T.	2 T.	8	8	48	4	
Third year, . . . . .	-	1.75	-	1½ T.	2 T.	8	8	48	4	
Gardner:										
First year, . . . . .	-	1.50	-	1½ T.	2 T.	8	8	48	3	
Second year, . . . . .	-	2.50	-	1½ T.	2 T.	8	8	48	3	
Third year (first three months), . . . . .	-	3.00	-	1½ T.	2 T.	8	8	48	3	
Third year (after three months), . . . . .	-	3.50	-	1½ T.	2 T.	8	8	48	3	
Holyoke:										
First year, . . . . .	.21¼	-	-	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	.37½	-	-	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Lowell:										
First year, . . . . .	-	1.00	-	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	-	2.00	-	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	-	3.50	-	2 T.	2 T.	8	4	44	12	
Malden:										
First year, . . . . .	.30	-	-	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	.45	-	-	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12	
Somerville (plasterers):										
First year, . . . . .	-	-	7.00	2 T.	2 T.	8	2-	40	2-	
Second year, . . . . .	-	-	9.00	2 T.	2 T.	8	2-	40	2-	
Third year, . . . . .	-	-	11.00	2 T.	2 T.	8	2-	40	2-	
Fourth year, . . . . .	-	-	13.00	2 T.	2 T.	8	2-	40	2-	
Worcester:										
First year, . . . . .	-	-	7.50	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	-	-	9.00	1½ T.	2 T.	8	4	44	12	
Third year (first six months), . . . . .	-	-	12.00	1½ T.	2 T.	8	4	44	12	
Third year (second six months), . . . . .	-	-	15.00	1½ T.	2 T.	8	4	44	12	
<i>Bricklayers.</i>										
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-	
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Beverly, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12	
Boston:										
Bricklayers, . . . . .	3.70	-	-	2 T.	2 T.	8	4	44	12	
Fire bricklayers, . . . . .	3.75	-	-	2 T.	2 T.	8	4	44	12	
Sewer workers, . . . . .	3.80	-	-	2 T.	2 T.	8	4	44	12	

<sup>1</sup> The symbols used in this table signify as follows: Reg.= Regular time; 1½ T.=Time and one-half; 2 T.= Double time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

<sup>3</sup> On August 1, 1917, rate was increased 5 cents an hour.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Bricklayers, Masons, and Plasterers — Con.										
Bricklayers — Con.										
Brockton, . . . . .	\$0.70	\$5.60	\$30.80	2 T.	2 T.	8	4	44	12	
Cambridge, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12	
Fitchburg, . . . . .	.65	5.20	—	1—	2 T.	8	8	48	4	
Fitchburg (sewer work), . . . . .	.70	5.60	—	1—	2 T.	8	8	48	4	
Framingham, . . . . .	.70	—	—	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	3	
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	8	48	8	
Great Barrington, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	—	
Haverhill, . . . . .	.70	—	—	3—	2 T.	8	4	44	12	
Haverhill (sewer work), . . . . .	.75	—	—	3—	2 T.	8	4	44	12	
Holyoke, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.70	5.60	30.80	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12	
Leominster, . . . . .	.65	5.20	—	1—	2 T.	8	8	48	4	
Leominster (sewer work), . . . . .	.70	5.60	—	1—	2 T.	8	8	48	4	
Lowell, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.68½	5.46	30.03	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.62½	5.00	—	2 T.	2 T.	8	8	48	—	
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Plymouth, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12	
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Southbridge, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Taunton, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12	
Waltham, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Westfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Plasterers.										
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—	
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Beverly, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12	
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	4	40	—	
Brockton, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12	
Fitchburg, . . . . .	.65	5.20	—	1½ T.	2 T.	8	8	48	4	
Framingham, . . . . .	.70	—	—	1½ T.	2 T.	8	4	40	—	
Gardner, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	3	
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	8	48	8	
Great Barrington, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	—	
Haverhill, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.67½	5.40	27.00	2 T.	2 T.	8	4	40	—	
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12	
Lowell (operative), . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	

¹ Repairing boilers on Saturday afternoon, double time; other work, time and one-half.

² Repairing old boilers, double time.

³ For first hour overtime, time and one-half; double time thereafter.

⁴ Work 5 days a week; no work on Saturday.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Bricklayers, Masons, and Plasterers — Con.									
Plasterers — Con.									
New Bedford, . . . . .	\$0.65	\$5.20	\$28.60	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	1 -	40	1 -
North Adams, . . . . .	.68¼	5.46	30.03	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.62½	5.00	-	2 T.	2 T.	8	8	48	-
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Somerville, . . . . .	.70	-	-	2 T.	2 T.	8	1 -	40	1 -
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.70	5.60	28.00	2 T.	2 T.	8	1 -	40	1 -
Westfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Stonemasons.									
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Boston, . . . . .	2.70	-	-	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.70	5.60	30.80	1½ T.	2 T.	8	4	44	12
Cambridge, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Dedham, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12
Framingham, . . . . .	.65	-	-	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	3
Great Barrington, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	3.65	-	-	4 -	2 T.	8	4	44	12
Holyoke, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.70	5.60	30.80	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	-	-	6 -	2 T.	8	4	44	12
Malden, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.68¼	5.46	30.03	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	4.00	-	2 T.	2 T.	8	8	48	-
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Building Laborers and Hod Carriers.									
Boston:									
Laborers, <sup>6</sup> . . . . .	.40	3.20	19.20	Reg.	2 T.	8	8	48	-
Masons' tenders, . . . . .	.42½	3.40	20.40	1½ T.	2 T.	8	8	48	-
Plasterers' tenders, . . . . .	.50	-	-	7 -	2 T.	8	1 -	40	1 -
Scaffold builders, . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	-

<sup>1</sup> Work 5 days a week; no work on Saturday.<sup>2</sup> On August 1, 1917, rate was increased 5 cents an hour.<sup>3</sup> Repairing old boilers, double time.<sup>4</sup> For first hour overtime, time and one-half; double time thereafter.<sup>5</sup> Time and one-half, except on Saturday afternoon when double time is paid.<sup>6</sup> Includes concrete mixers, diggers, excavators, and all ordinary laborers.<sup>7</sup> On Saturday, time and one-half; other overtime, double time.



TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- urchday			
Building Laborers and Hod Carriers — Con.										
Brockton, . . . . .	\$0.45	\$3.60	\$19.80	2 T.	2 T.	8	4	44	12	
Cambridge:										
Laborers, <sup>1</sup> . . . . .	.40	—	—	Reg.	2 T.	8	4	44	12	
Masons' tenders, . . . .	.42½	—	—	1½ T.	2 T.	8	4	44	12	
Plasterers' tenders, . . .	.50	—	—	2	2 T.	8	3	40	3	
Easthampton, . . . . .	.45	3.60	21.60	2 T.	2 T.	8	8	48	—	
Fitchburg, . . . . .	.41	—	—	1½ T.	2 T.	8	4	44	12	
Haverhill:										
Brick carriers, . . . . .	.37½	3.00	16.50	4	5	8	4	44	12	
Cement mixers and carriers,	.37½	3.00	16.50	4	5	8½	4½	46	12	
Mortar carriers, . . . .	.42½	3.40	18.70	4	5	8	4	44	12	
Plaster carriers, . . . .	.50	4.00	22.00	4	5	8	4	44	12	
Holyoke (hod carriers), . .	.45	—	19.80	2 T.	2 T.	8	4	44	12	
Holyoke (laborers), . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—	
Lawrence:										
Building laborers and hod carriers (Unions A and B),	.40	—	—	1½ T.	2 T.	8	4	44	12	
Plasterers' tenders (Union A), . . . . .	.45	—	—	2 T.	2 T.	8	3	40	3	
Plasterers' tenders (Union B), . . . . .	.45	3.60	—	2 T.	2 T.	8	4	44	12	
Leominster, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Lowell (masons' tenders), .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12	
Lowell (plasterers' tenders),	.43	—	—	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.50	—	—	6	2 T.	8	4	44	12	
Newton, . . . . .	.45	3.60	—	7	2 T.	8	3	40	3	
Northampton, . . . . .	.45	3.60	21.60	2 T.	2 T.	8	8	48	—	
Quincy, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Salem, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Springfield (laborers), . .	—	3.00	—	1½ T.	2 T.	8	8	48	—	
Worcester:										
Brick carriers, and mortar carriers and mixers, . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Hod carriers, . . . . .	.45	3.60	19.80	2	2 T.	8	4	44	12	
Plasterers' tenders, . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Staging builders, . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Carpenters.										
Apprentices.										
Bridgewater:										
First year, . . . . .	—	—	8.00	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	—	—	10.00	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	—	—	14.00	1½ T.	2 T.	8	4	44	12	
Fall River:										
First year, . . . . .	—	1.00	—	9	2 T.	8	4	44	12	
Second year, . . . . .	—	2.00	—	9	2 T.	8	4	44	12	
Third year, . . . . .	—	3.00	—	9	2 T.	8	4	44	12	
Franklin, . . . . .	—	—	10.00	1½ T.	2 T.	8	4	44	12	
Haverhill:										
First year, . . . . .	—	—	9.00	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	—	—	12.00	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	—	—	16.50	2 T.	2 T.	8	4	44	12	
Fourth year, . . . . .	—	4.06	—	2 T.	2 T.	8	4	44	12	

<sup>1</sup> Includes concrete mixers, diggers, excavators, and all ordinary laborers.<sup>2</sup> On Saturday, time and one-half; other overtime, double time.<sup>3</sup> Work 5 days a week; no work on Saturday.<sup>4</sup> No work permitted on Saturday afternoon; other overtime, time and one-half.<sup>5</sup> No work permitted on Labor Day; on other holidays and Sundays, double time.<sup>6</sup> Before 8 P.M., time and one-half; after 8 P.M., double time.<sup>7</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.<sup>8</sup> Between 6 A.M. and 8 A.M. and between 5 P.M. and 8 P.M., time and one-half; after 8 P.M. double time.<sup>9</sup> Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
Carpenters — Con.										
Apprentices — Con.										
Hull, . . . . .	\$0.40	\$3.20	\$17.60	2 T.	1 —	8	4	44	12	
Lawrence:										
First year, . . . . .	.24	1.92	10.56	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	.36	2.88	15.84	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Fourth year, . . . . .	.54	4.32	23.76	2 T.	2 T.	8	4	44	12	
Lee:										
First year, . . . . .	—	2.00	—	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	—	2.50	—	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	—	3.00	—	1½ T.	2 T.	8	4	44	12	
Lowell, . . . . .	.35	2.80	15.40	1½ T.	2 T.	8	4	44	12	
Lynn:										
First year, . . . . .	—	—	10.00	2 T.	2 T.	8	2 —	40	2 —	
Second year, . . . . .	—	—	12.00	2 T.	2 T.	8	2 —	40	2 —	
Third year, . . . . .	—	—	15.00	2 T.	2 T.	8	2 —	40	2 —	
Fourth year, . . . . .	—	—	18.00	2 T.	2 T.	8	2 —	40	2 —	
Methuen:										
First year, . . . . .	.24	1.92	10.56	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	.36	2.88	15.84	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Fourth year, . . . . .	.54	4.32	23.76	1½ T.	2 T.	8	4	44	12	
Natick:										
First year, . . . . .	—	—	10.50	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	—	—	15.00	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	—	—	19.00	2 T.	2 T.	8	4	44	12	
Fourth year, . . . . .	—	—	22.00	2 T.	2 T.	8	4	44	12	
Newton:										
First year, . . . . .	—	—	10.50	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	—	—	15.00	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	—	—	19.00	2 T.	2 T.	8	4	44	12	
Fourth year, . . . . .	—	—	22.00	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.25	2.00	11.00	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	.30	2.40	13.20	2 T.	2 T.	8	4	44	12	
Stoughton, . . . . .	—	2.00	—	3 —	2 T.	8	4	44	12	
Taunton, . . . . .	.30	2.40	13.20	1½ T.	2 T.	8	4	44	12	
Westfield, . . . . .	.37½	3.00	16.50	2 T.	2 T.	8	4	44	12	
Williamstown, . . . . .	.28	—	—	1½ T.	2 T.	8	4	44	12	
Worcester, . . . . .	.25	2.00	11.00	4 —	2 T.	8	4	44	12	
Floorlayers.										
Boston:										
Floorlayers, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	2 —	40	2 —	
Apprentices:										
First year, . . . . .	—	—	7.00	2 T.	2 T.	8	2 —	40	2 —	
Second year, . . . . .	—	—	8.00	2 T.	2 T.	8	2 —	40	2 —	
Third year, . . . . .	—	—	10.00	2 T.	2 T.	8	2 —	40	2 —	
Fourth year, . . . . .	—	—	14.00	2 T.	2 T.	8	2 —	40	2 —	
New Bedford, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12	
House Carpenters.										
Adams, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Amesbury, . . . . .	.43¾	3.50	19.25	1½ T.	2 T.	8	4	44	12	
Amherst, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Arlington, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Arlington (foremen), . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12	
Athol, . . . . .	.42½	3.40	20.40	1½ T.	2 T.	8	8	48	—	
Beverly, . . . . .	.60	—	—	2 T.	5 —	8	4	44	12	

<sup>1</sup> On Labor Day, triple time; on other holidays and Sundays, double time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

<sup>3</sup> On Saturday afternoon, double time; other overtime, time and one-half.

<sup>4</sup> Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>5</sup> On Sundays and Labor Day, triple time; on other holidays, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Carpenters — Con.										
House Carpenters — Con.										
Boston, . . . . .	\$0.65	\$5.20	\$26.00	2 T.	2 T.	8	1—	40	1—	
Boston (foremen), . . . . .	.75	—	—	2 T.	2 T.	8	1—	40	1—	
Braintree, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12	
Bridgewater, . . . . .	.50	4.00	22.00	2—	2 T.	8	4	44	12	
Bridgewater (foremen), . . . . .	.55	4.40	24.20	2—	2 T.	8	4	44	12	
Brockton, . . . . .	.55	4.40	24.20	3—	2 T.	8	4	44	12	
Brockton (foremen), . . . . .	.62½	5.00	27.50	3—	2 T.	8	4	44	12	
Brookline, . . . . .	.65	5.20	—	2 T.	2 T.	8	1—	40	1—	
Brookline (foremen), . . . . .	.75	6.00	30.00	2 T.	2 T.	8	1—	40	1—	
Cambridge, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—	
Cambridge (foremen), . . . . .	.75	—	—	2 T.	2 T.	8	1—	40	1—	
Canton, . . . . .	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12	
Chelsea, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—	
Chicopee, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Chicopee (foremen), . . . . .	—	5.00	27.50	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.54	—	—	2 T.	2 T.	8	4	44	12	
Concord, . . . . .	.45—	—	19.80—	1½ T.	2 T.	8	4	44	12	
Danvers, . . . . .	.55	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Dedham, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—	
Easthampton, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Easton, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12	
Everett, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—	
Fall River, . . . . .	.50	4.00	22.00	3—	2 T.	8	4	44	12	
Fall River (foremen), . . . . .	—	4.50	—	3—	2 T.	8	4	44	12	
Fitchburg, . . . . .	.47	3.75	22.50	1½ T.	2 T.	8	8	48	—	
Fitchburg (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—	
Framingham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Franklin, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.60	—	—	2 T.	2—	8	4	44	12	
Great Barrington, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	—	
Haverhill, . . . . .	.57	4.56	25.08	2 T.	2 T.	8	4	44	12	
Haverhill (foremen), . . . . .	—	5.06	—	2 T.	2 T.	8	4	44	12	
Hingham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Hudson, . . . . .	—	4.00	—	1½ T.	2 T.	8	4	44	12	
Hull, . . . . .	.60	4.80	26.40	2 T.	2—	8	4	44	12	
Hull (foremen), . . . . .	.65	5.20	28.60	2 T.	2—	8	4	44	12	
Ipswich, . . . . .	.60	4.80	26.40	2 T.	2—	8	4	44	12	
Lawrence, <sup>6</sup> . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Lawrence (foremen), . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Lee, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12	
Leominster, . . . . .	—	3.75	—	1½ T.	2 T.	8	8	48	—	
Lowell, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Lowell (foremen), . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.60	4.80	24.00	2 T.	2 T.	8	1—	40	1—	
Lynn (foremen), . . . . .	.70	5.60	28.00	2 T.	2 T.	8	1—	40	1—	
Malden, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	1—	40	1—	
Manchester, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12	
Marblehead, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12	
Marlborough, . . . . .	.52½	4.20	23.10	7—	2 T.	8	4	44	12	
Maynard, . . . . .	.50	4.00	22.00	1½ T.	1½ T.	8	4	44	12	

1 Work 5 days a week; no work on Saturday.

2 Before midnight, time and one-half; after midnight, double time.

3 Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

4 On Sundays and Labor Day, triple time; on other holidays, double time.

5 On Labor Day, triple time; on other holidays and Sundays, double time.

6 Same rates and hours apply in Andover.

7 Before 9 P.M., time and one-half; after 9 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
Carpenters — Con.									
House Carpenters — Con.									
Medford, . . . . .	\$0.65	—	—	2 T.	2 T.	8	1—	40	1—
Melrose, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Methuen, . . . . .	.60	\$4.80	\$26.40	1½ T.	2 T.	8	4	44	12
Methuen (foremen), . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Middleborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Milford, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Milton, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—
Nahant, . . . . .	.60	4.80	24.00	2 T.	2 T.	8	1—	40	1—
Natick, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Needham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
New Bedford, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Newburyport, . . . . .	.43¾	3.50	19.25	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Newton (foremen), . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
North Adams (foremen), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
North Attleborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Norwood, . . . . .	.52½	—	—	2 T.	2 T.	8	4	44	12
Palmer, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	4.80	26.40	—	—	8	4	44	12
Provincetown, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—
Quincy, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Quincy (foremen), . . . . .	.66¼	5.30	29.15	2 T.	2 T.	8	4	44	12
Reading, . . . . .	.60	4.80	26.40	—	—	8	4	44	12
Reading (foremen), . . . . .	.65	5.20	28.60	—	—	8	4	44	12
Revere, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	1—	40	1—
Rockland, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Salem, <sup>4</sup> . . . . .	.60	4.80	26.40	2 T.	—	8	4	44	12
Salem (foremen), . . . . .	.70	—	—	2 T.	—	8	4	44	12
Saugus, . . . . .	.60	—	—	2 T.	2 T.	8	1—	40	1—
Scituate, . . . . .	.51	4.08	22.44	—	—	8	4	44	12
Sharon, . . . . .	.56¼	4.50	24.75	1½ T.	2 T.	8	4	44	12
Sharon (foremen), . . . . .	—	5.00	—	1½ T.	2 T.	8	4	44	12
Somerville, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	1—	40	1—
Somerville (foremen), . . . . .	.75	—	—	2 T.	2 T.	8	1—	40	1—
Southbridge, . . . . .	.52	4.16	22.88	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Springfield (foremen), . . . . .	.62½	—	27.50	2 T.	2 T.	8	4	44	12
Stoneham, . . . . .	.60	4.80	26.40	—	—	8	4	44	12
Stoneham (foremen), . . . . .	.65	5.20	28.60	—	—	8	4	44	12
Stoughton, . . . . .	.56¼	4.50	24.75	—	—	8	4	44	12
Stoughton (foremen), . . . . .	—	5.00	—	—	—	8	4	44	12
Taunton, . . . . .	.46	3.68	20.24	1½ T.	2 T.	8	4	44	12
Taunton (foremen), . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Wakefield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Walpole, . . . . .	.52½	4.20	23.10	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Ware, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
Wareham, . . . . .	.50	—	—	1½ T.	2 T.	8	8	48	3
Wenham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Westborough, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
Westfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12

<sup>1</sup> Work 5 days a week; no work on Saturday.<sup>2</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.<sup>4</sup> Same rates and hours apply in Essex, Middleton, Peabody, and Topsfield.<sup>5</sup> On Sundays and Labor Day, triple time; on other holidays, double time.<sup>6</sup> On Labor Day, triple time; on other holidays and Sundays, double time.<sup>7</sup> On Saturday afternoon, double time; other overtime, time and one-half.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect.	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
Carpenters — Con.										
House Carpenters — Con.										
Westfield (foremen), . . . . .	\$0.65	\$5.20	\$28.60	2 T.	2 T.	8	4	44	12	
Whitman, . . . . .	.55	—	—	1—	2 T.	8	4	44	12	
Williamstown, . . . . .	.50	—	22.00	1½ T.	2 T.	8	4	44	12	
Williamstown (foremen), . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12	
Winchester, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Winchester (foremen), . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12	
Winthrop, . . . . .	.65	—	—	2 T.	2 T.	8	2—	40	2—	
Woburn, . . . . .	.60	—	—	3—	2 T.	8	4	44	12	
Worcester, . . . . .	.54	4.32	23.76	4—	2 T.	8	4	44	12	
Worcester (foremen), . . . . .	.60 .62	—	—	4—	2 T.	8	4	44	12	
Stairbuilders.										
Boston, . . . . .	.65	—	26.00	2 T.	2 T.	8	2—	40	2—	
Wharf and Bridge Carpenters.										
Boston:										
Bridge, scow, or lighter work, . . . . .	.53	—	—	2 T.	2 T.	8	4	44	12	
Foremen, . . . . .	.62½	5.00	—	2 T.	2 T.	8	4	44	12	
Land machine or pile driver work, . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12	
Superstructure work on wharves or bridges, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12	
Cement and Artificial Stone Workers.										
Finishers.										
Boston, . . . . .	.70	—	—	5—	2 T.	8	4	44	12	
Boston (foremen), . . . . .	.75	—	—	5—	2 T.	8	4	44	12	
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12	
Lawrence, . . . . .	.67½	5.40	27.00	2 T.	2 T.	8	2—	40	2—	
Lowell, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Taunton, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12	
Finishers' Apprentices.										
Boston:										
First year, . . . . .	.45	—	—	5—	2 T.	8	4	44	12	
Second year, . . . . .	.50	—	—	5—	2 T.	8	4	44	12	
Third year, . . . . .	.55	—	—	5—	2 T.	8	4	44	12	
Electrical Workers (Inside-men).										
Apprentices, First Year.										
Quincy (first six months), . . . . .	.16	—	7.04	6—	7—	8	4	44	12	
Quincy (second six months), . . . . .	.18	—	7.92	6—	7—	8	4	44	12	

1 Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

2 Work 5 days a week; no work on Saturday.

3 Before 8 P.M., time and one-half; after 8 P.M., double time.

4 Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

5 Time and one-half except on Saturday afternoon, until 5 P.M.; after 5 P.M., double time.

6 Before midnight, time and one-half; from midnight to 8 A.M., double time.

7 No work on Labor Day; double time on other holidays and Sundays.



TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Electrical Workers (Inside-men) — Con.</b>										
<i>Apprentices, Second Year.</i>										
Haverhill, . . . . .	—	—	<sup>1</sup> \$9.00	1½ T.	2 T.	8	4	44	12	
Lawrence, . . . . .	—	—	9.00	2—	3—	8	4	44	12	
Lowell, . . . . .	\$0.30	\$2.40	13.20	4—	2 T.	8	4	44	12	
New Bedford, . . . . .	.30	2.40	—	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.25	—	11.00	5—	6—	8	4	44	12	
Taunton, . . . . .	—	2.00	—	1½ T.	2 T.	8	4	44	12	
Worcester, . . . . .	.17½ <sup>22</sup>	—	—	7—	2 T.	8	4	44	12	
<i>Apprentices, Third Year.</i>										
Haverhill, . . . . .	—	2.50	—	1½ T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.35	—	—	2—	3—	8	4	44	12	
New Bedford, . . . . .	.30	2.40	—	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.35	—	15.40	5—	6—	8	4	44	12	
<i>Apprentices, Fourth Year.</i>										
Haverhill, . . . . .	—	2.75	—	1½ T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.37½	—	—	2—	3—	8	4	44	12	
Quincy, . . . . .	.45	—	19.80	5—	6—	8	4	44	12	
<i>Fixture Hangers.</i>										
Boston (fitters and hangers), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.55	4.40	24.20	8—	2 T.	8	4	44	12	
Lynn, . . . . .	.55	4.40	24.20	9—	2 T.	8	4	44	12	
<i>Wiremen.</i>										
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	<sup>10</sup> .55	4.40	24.20	8—	2 T.	8	4	44	12	
Fall River, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Fitchburg, . . . . .	.47½	—	—	11—	2 T.	8	4	44	12	
Haverhill, . . . . .	.47½	—	—	1½ T.	2 T.	8	4	44	12	
Hingham, . . . . .	.55	4.40	24.20	1½ T.	—	8	4	44	12	
Holyoke, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.47	—	—	2—	3—	8	4	44	12	
Lowell, . . . . .	.43	3.44	18.92	4—	2 T.	8	4	44	12	
Lynn, . . . . .	.55	4.40	24.20	9—	2 T.	8	4	44	12	
New Bedford, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.50	—	24.00	1½ T.	2 T.	8½ <sup>3</sup>	4½ <sup>3</sup>	48	12	
Northampton, . . . . .	.50	—	—	12—	2 T.	8	4	44	12	
Pittsfield, . . . . .	—	4.00	—	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	.60	—	—	5—	6—	8	4	44	12	
Salem, . . . . .	.55	—	—	11—	2 T.	8	4	44	12	
Springfield, . . . . .	.57	—	—	11—	2 T.	8	4	44	12	
Taunton, . . . . .	.41	3.28	—	1½ T.	2 T.	8	4	44	12	
Worcester, . . . . .	.50	—	—	7—	2 T.	8	4	44	12	

<sup>1</sup> All apprentices receive \$9 except those already in third and fourth years of service who had been regularly employed for 9 months previous to June 12, 1916.

<sup>2</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>3</sup> Before 6 P.M., Sundays, time and one-half; after 6 P.M., Sundays, and all overtime on holidays, double time.

<sup>4</sup> Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.

<sup>6</sup> Before midnight, time and one-half; from midnight to 8 A.M., double time.

<sup>6</sup> No work on Labor Day; double time on other holidays and Sundays.

<sup>7</sup> Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.

<sup>8</sup> Before 10 P.M., time and one-half; between 10 P.M. and 6 A.M. and on Saturday afternoon, double time.

<sup>9</sup> Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.

<sup>10</sup> On October 1, 1917, rate was increased to 60 cents.

<sup>11</sup> Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>12</sup> Time and one-half, except between 5 P.M. and 6 P.M., and on Saturday afternoon, when regular rate is paid.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Electrical Workers (Inside-men) — Con.</b>									
<i>Wiremen's Helpers.</i>									
Boston, . . . . .	\$0.35	-	-	2 T.	2 T.	8	4	44	12
Fall River:									
After one year, . . . .	.18¾	-	-	2 T.	2 T.	8	4	44	12
After two years, . . . .	.25	-	-	2 T.	2 T.	8	4	44	12
After three years, . . . .	.31¼	-	-	2 T.	2 T.	8	4	44	12
Fitchburg:									
First two years, . . . .	.20	-	-	1 -	2 T.	8	4	44	12
Third year, . . . . .	.30	-	-	1 -	2 T.	8	4	44	12
Fourth year, . . . . .	.40	-	-	1 -	2 T.	8	4	44	12
Holyoke, . . . . .	.30	-	-	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.30	\$2.40	\$13.20	2 -	2 T.	8	4	44	12
Lynn (first two years), . .	.25	2.00	11.00	3 -	2 T.	8	4	44	12
Lynn (third year), . . . .	.35	2.80	15.40	5 -	2 T.	8	4	44	12
Pittsfield, . . . . .	-	2.50	-	1½ T.	2 T.	8	4	44	12
Springfield (second year),	.28½	-	-	1 -	2 T.	8	4	44	12
Springfield (after second year),	.31	-	-	1 -	2 T.	8	4	44	12
Worcester, . . . . .	.28½	-	-	5 -	2 T.	8	4	44	12
<b>Elevator Constructors.</b>									
<i>Helpers.</i>									
Boston, . . . . .	.43¾	3.50	-	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.37½	-	-	1½ T.	2 T.	8	4	44	6 12
<i>Mechanics.</i>									
Boston, . . . . .	.67½	5.40	-	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.55	-	-	1½ T.	2 T.	8	4	44	6 12
<b>Hoisting and Portable Engineers.</b>									
Boston:									
Hoisting and portable engi- neers, . . . . .	7.75	-	\$ 27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engi- neers, three shifts, . . . .	-	-	\$ 35.00	2 T.	2 T.	8	8	56	-
Steam shovel engineers, . .	-	-	40.00	2 T.	2 T.	8	8	10 48	-
Brockton, . . . . .	-	-	27.50	2 T.	2 T.	8	4	44	12
Brockton (steam shovel), . .	-	-	40.00	2 T.	2 T.	8	8	48	-
Lawrence:									
Hoisting and portable engi- neers, . . . . .	7.75	-	\$ 27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engi- neers, three shifts, . . . .	-	-	\$ 35.00	2 T.	2 T.	8	8	56	-
Steam shovel engineers, . .	-	-	40.00	2 T.	2 T.	8	8	10 48	-
Lowell:									
Hoisting and portable engi- neers, . . . . .	7.75	-	\$ 27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engi- neers, three shifts, . . . .	-	-	\$ 35.00	2 T.	2 T.	8	8	56	-
Steam shovel engineers, . .	-	-	40.00	2 T.	2 T.	8	8	10 48	-

<sup>1</sup> Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>2</sup> Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.

<sup>3</sup> Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.

<sup>4</sup> In October, 1917, rate was increased to 33 cents.

<sup>5</sup> Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.

<sup>6</sup> On construction work, Saturday half-holiday during entire year; on repair work, Saturday half-holiday during 6 months.

<sup>7</sup> Broken time, 75 cents an hour; on November 15, 1917, rate was increased to \$1.

<sup>8</sup> On November 15, 1917, rate was increased to \$33.

<sup>9</sup> On November 15, 1917, rate was increased to \$42.

<sup>10</sup> On November 15, 1917, hours were reduced to 44 a week.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Hoisting and Portable Engineers — Con.</b>										
Springfield:										
Hoisting and portable engineers,	1 \$0.75	—	<sup>2</sup> \$27.50	2 T.	2 T.	8	4	44	12	
Hoisting and portable engineers, three shifts,	—	—	<sup>3</sup> 35.00	2 T.	2 T.	8	8	56	—	
Operating and firing (not hoisting),	—	—	21.00	2 T.	2 T.	8	4	44	12	
Steam shovel engineers,	—	—	40.00	2 T.	2 T.	8	8	48	—	
Worcester:										
Hoisting and portable engineers,	1.75	—	<sup>2</sup> 27.50	2 T.	2 T.	8	4	44	12	
Hoisting and portable engineers, three shifts,	—	—	<sup>3</sup> 35.00	2 T.	2 T.	8	8	56	—	
Steam shovel engineers,	—	—	40.00	2 T.	2 T.	8	8	48	—	
<b>Insulators and Asbestos Workers.</b>										
Boston:										
Asbestos workers,	.53	\$4.24	23.32	2 T.	2 T.	8	4	44	12	
Improvers, first year,	.25	2.00	11.00	2 T.	2 T.	8	4	44	12	
Improvers, second year,	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12	
Improvers, third year,	.40	3.20	17.60	2 T.	2 T.	8	4	44	12	
Improvers, fourth year,	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12	
<b>Iron Workers, Bridge and Structural.</b>										
Boston:										
Apprentices,	.42	3.36	18.48	2 T.	2 T.	8	4	44	12	
Helpers,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Housesmiths and structural iron workers,	.68¾	5.50	30.25	2 T.	2 T.	8	4	44	12	
Worcester:										
Apprentices,	.42	—	—	2 T.	2 T.	8	4	44	12	
Helpers,	.50	—	—	2 T.	2 T.	8	4	44	12	
Housesmiths and bridge-men,	.68¾	—	—	2 T.	2 T.	8	4	44	12	
<b>Lathers, Wood, Wire, and Metal.</b>										
Boston:										
Lathers,	.72½	5.80	29.00	2 T.	2 T.	8	4	40	4	—
Apprentices, first year,	.18¾	1.50	7.50	2 T.	2 T.	8	4	40	4	—
Apprentices, second year,	.31¼	2.50	12.50	2 T.	2 T.	8	4	40	4	—
Apprentices, third year,	.43¾	3.50	17.50	2 T.	2 T.	8	4	40	4	—
Brockton,	.65	5.20	—	2 T.	2 T.	8	4	44	12	
Fall River,	.45	—	—	Reg.	Reg.	8	4	44	12	
Fall River (foremen),	.50	—	—	Reg.	Reg.	8	4	44	12	
Holyoke,	.56½	4.50	24.75	2 T.	2 T.	8	4	44	12	
Lawrence,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lowell,	.60	4.80	28.80	2 T.	2 T.	8	8	48	3	
Lynn,	—	5.00	—	1½ T.	1½ T.	8	4	40	4	—
Lynn (foremen),	—	5.20	—	1½ T.	1½ T.	8	4	40	4	—
Northampton,	.50	—	—	1½ T.	2 T.	8	4	44	12	
Quincy,	.72½	5.80	31.90	6	2 T.	8	4	44	12	
Salem, <sup>6</sup>	—	5.50	—	—	—	8	4	44	12	
Salem (foremen), <sup>6</sup>	—	5.75	—	—	—	8	4	44	12	

<sup>1</sup> Broken time, 75 cents an hour; on November 15, 1917, rate was increased to \$1.

<sup>2</sup> On November 15, 1917, rate was increased to \$33.

<sup>3</sup> On November 15, 1917, rate was increased to \$42.

<sup>4</sup> Work 5 days a week; no work on Saturday.

<sup>5</sup> Time and one-half, except on Saturday afternoon when double time is paid.

<sup>6</sup> Same rates and hours apply in Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester, Marblehead, Peabody, Rockport, Topsfield, and Wenham.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Lathers, Wood, Wire, and Metal — Con.</b>									
Springfield (metal and wire),	\$0.62½	\$5.00	\$27.50	2 T.	2 T.	8	4	44	12
Springfield (wood),	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Waltham (metal and wire),	.65	5.20	26.00	2 T.	—	8	1 —	40	1 —
Worcester,	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
<b>Painters, Decorators, and Paperhangers.</b>									
<i>Decorators.</i>									
Beverly,	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Boston,	—	5.40	—	2 T.	2 T.	8	1 —	40	1 —
Boston (Hyde Park),	.47¾	—	21.00	2 T.	2 T.	8	4	44	12
Clinton,	.41	—	—	1½ T.	2 T.	8	4	44	12
Concord,	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton,	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Fall River,	.50	4.00	22.00	3 —	2 T.	8	4	44	12
Framingham,	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Gardner,	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Gloucester,	.50	4.00	22.00	4 —	2 T.	8	4	44	12
Great Barrington,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Greenfield,	—	5 4.00	—	1½ T.	1½ T.	8	8	48	—
Hingham,	.60	—	—	1½ T.	2 T.	8	4	44	12
Holyoke,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lenox,	.50	—	—	1½ T.	2 T.	8	4	44	12
Marlborough,	.45½	—	—	4 —	2 T.	8	4	44	12
Medford,	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Milford,	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
New Bedford,	.45½	3.64	20.02	6 —	7 —	8	4	44	12
Newton,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
North Adams,	—	3.50	—	1½ T.	2 T.	8	8	48	—
Pittsfield,	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Rockland, <sup>8</sup>	—	3.25	—	9 —	7 —	8	4	44	12
Taunton,	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Westborough,	.43¾	3.50	21.00	1½ T.	7 —	8	8	48	—
Williamstown,	.45	—	—	1½ T.	2 T.	8	4	44	12
Worcester,	.50	4.00	22.00	10 —	2 T.	8	4	44	12
<i>Grainers.</i>									
Athol,	.45	3.60	21.60	1½ T.	2 T.	8	8	48	—
Boston,	—	5.40	—	2 T.	2 T.	8	1 —	40	1 —
Brockton,	.80	6.40	32.00	6 —	7 —	8	1 —	40	1 —
Clinton,	.41	—	—	1½ T.	2 T.	8	4	44	12
Concord,	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton,	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Fall River,	.50	4.00	22.00	3 —	2 T.	8	4	44	12
Gloucester,	.50	4.00	22.00	4 —	2 T.	8	4	44	12
Great Barrington,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Greenfield,	—	5 4.00	—	1½ T.	1½ T.	8	8	48	—
Holyoke,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

1 Work 5 days a week; no work on Saturday.

2 On September 1, 1917, rate was increased to 45½ cents.

3 Before 10 P.M., time and one-half; after 10 P.M., double time.

4 Before midnight, time and one-half; after midnight, double time.

5 Prevailing rate; no agreement establishing a minimum.

6 No work on Saturday between noon and 5 P.M.; other overtime, double time.

7 No work on Labor Day; on other holidays and Sundays, double time.

8 Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.

9 No work on Saturday afternoon; other overtime, time and one-half.

10 Before 9 P.M., time and one-half; after 9 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect.	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
<b>Painters, Decorators, and Paperhangers — Con.</b>										
<i>Grainers — Con.</i>										
Lenox, . . . . .	\$0.50	—	—	1½ T.	2 T.	8	4	44	12	
Medford, . . . . .	.55	\$4.40	\$24.20	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.45½	3.64	20.02	1—	2—	8	4	44	12	
Newburyport, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	—	3.50	—	1½ T.	2 T.	8	8	48	—	
Norwood, . . . . .	.45½	—	20.00	2 T.	2 T.	8	4	44	12	
Pittsfield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Rockland, <sup>3</sup> . . . . .	—	3.25	—	4—	2—	8	4	44	12	
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Westborough, . . . . .	.43¾	3.50	21.00	1½ T.	2—	8	8	48	—	
Westfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Williamstown, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12	
<i>Hardwood Finishers.</i>										
Boston, . . . . .	.40	—	—	2 T.	2 T.	8½	4½	48	12	
<i>Painters.</i>										
Amherst, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Athol, . . . . .	.34¾	2.75	16.50	1½ T.	2 T.	8	8	48	—	
Beverly, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Boston, . . . . .	.62½	5.00	—	2 T.	2 T.	8	8—	40	8—	
Boston (foremen), . . . . .	—	5.40	—	2 T.	2 T.	8	8—	40	8—	
<i>Boston (glaziers):</i>										
Apprentices, . . . . .	—	—	9.00	1½ T.	2 T.	8	4	44	12	
Bedders and tinners, . . . . .	.35½	2.84	15.62	1½ T.	2 T.	8	4	44	12	
Plateners and runners, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12	
Boston (Hyde Park), . . . . .	.47¾	—	21.00	2 T.	2 T.	8	4	44	12	
Boston (Hyde Park, glaziers), . . . . .	.47¾	—	21.00	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.57½	4.60	23.00	1—	2—	8	8—	40	8—	
Brookline, . . . . .	.62½	5.00	25.00	2 T.	2 T.	8	8—	40	8—	
Chelsea, . . . . .	.62½	5.00	25.00	2 T.	2 T.	8	8—	40	8—	
Chicopee, . . . . .	.50	4.00	22.00	8—	2 T.	8	4	44	12	
Clinton, . . . . .	.741	—	—	1½ T.	2 T.	8	4	44	12	
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Easton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12	
Fall River, . . . . .	.41	3.28	18.04	8—	2 T.	8	4	44	12	
Fitchburg, . . . . .	.41	—	—	1½ T.	2 T.	8	4	44	12	
Framingham, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.50	4.00	22.00	8—	2 T.	8	4	44	12	
Great Barrington, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.43¾	3.50	21.00	1½ T.	1½ T.	8	8	48	—	
Haverhill, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Hingham, . . . . .	.45½	—	—	1½ T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.50	—	22.00	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Lowell, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.55	4.40	22.00	2 T.	2 T.	8	8—	40	8—	

<sup>1</sup> No work on Saturday between noon and 5 P.M.; other overtime, double time.

<sup>2</sup> No work on Labor Day; on other holidays and Sundays, double time.

<sup>3</sup> Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.

<sup>4</sup> No work on Saturday afternoon; other overtime, time and one-half.

<sup>5</sup> Work 5 days a week; no work on Saturday.

<sup>6</sup> Before midnight, time and one-half; after midnight, double time.

<sup>7</sup> On September 1, 1917, rate was increased to 45½ cents.

<sup>8</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.



TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Painters, Decorators, and Paperhangers — Con.									
Painters — Con.									
Malden, . . . . .	\$0.45½	\$3.64	\$20.02	—	—	8	4	44	12
Manchester, . . . . .	.50	4.00	22.00	—	—	8	4	44	12
Marblehead, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.45½	—	—	1—	2 T.	8	4	44	12
Medford, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Natick, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
New Bedford, . . . . .	.45½	3.64	20.02	2—	3—	8	4	44	12
Newburyport, . . . . .	.39¼	3.14	17.27	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	8	48	—
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Norwood, . . . . .	.45½	—	20.00	2 T.	2 T.	8	4	44	12
Palmer, . . . . .	.45	3.60	19.80	1—	2 T.	8	4	44	12
Pittsfield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Rockland, <sup>5</sup> . . . . .	—	3.25	—	6—	3—	8	4	44	12
Salem, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Somerville, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.50	—	—	1—	2 T.	8	4	44	12
Taunton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Westborough, . . . . .	.43¾	3.50	21.00	1½ T.	3—	8	8	48	—
Westfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
Winchester, . . . . .	.50	—	—	7—	2 T.	8	4	44	12
Winthrop, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.50	4.00	22.00	8—	2 T.	8	4	44	12
Paperhangers. <sup>9</sup>									
Amherst, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	10—	40	10—
Brockton, . . . . .	.64	5.12	25.60	2—	3—	8	10—	40	10—
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	10—	40	10—
Chicopee, . . . . .	.50	4.00	22.00	1—	2 T.	8	4	44	12
Clinton, . . . . .	11 .41	—	—	1½ T.	2 T.	8	4	44	12
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.41	3.28	18.04	12—	2 T.	8	4	44	12
Gardner, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Gloucester, . . . . .	.50	4.00	22.00	1—	2 T.	8	4	44	12
Great Barrington, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Greenfield, . . . . .	.43¾	3.50	21.00	1½ T.	1½ T.	8	8	48	—
Haverhill, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Hingham, . . . . .	.70	—	—	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

<sup>1</sup> Before midnight, time and one-half; after midnight, double time.

<sup>2</sup> No work on Saturday between noon and 5 P.M.; other overtime, double time.

<sup>3</sup> No work on Labor Day; on other holidays and Sundays, double time.

<sup>4</sup> On Sundays, double time; on holidays, time and one-half.

<sup>5</sup> Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.

<sup>6</sup> No work on Saturday afternoon; other overtime, time and one-half.

<sup>7</sup> Time and one-half except on Saturday afternoon when double time is paid.

<sup>8</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.

<sup>9</sup> Rates do not include piece work; minimum rates when working by the hour only are shown.

<sup>10</sup> Work 5 days a week; no work on Saturday.

<sup>11</sup> On September 1, 1917, rate was increased to 45½ cents.

<sup>12</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Painters, Decorators, and Paperhangers — Con.</b>										
<i>Paperhangers — Con.</i>										
Lawrence, . . . . .	\$1.52 <sup>3</sup> / <sub>11</sub>	—	\$23.00	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Lowell, . . . . .	—	—	19.50	1½ T.	2 T.	8	4	44	12	
Malden, . . . . .	.45½	\$3.64	20.02	—	—	8	4	44	12	
Marblehead, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Natick, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.45½	3.64	20.02	1	2	8	4	44	12	
Newburyport, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	—	3.50	—	1½ T.	2 T.	8	8	48	—	
Northampton, . . . . .	.53	4.25	—	1½ T.	2	8	4	44	12	
Norwood, . . . . .	.45½	—	20.00	2 T.	2 T.	8	4	44	12	
Palmer, . . . . .	.45	3.60	19.80	4	2 T.	8	4	44	12	
Pittsfield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Rockland, <sup>6</sup> . . . . .	—	3.25	—	6	2	8	4	44	12	
Springfield, . . . . .	.50	—	—	4	2 T.	8	4	44	12	
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Westborough, . . . . .	.43¾	3.50	21.00	1½ T.	2	8	8	48	—	
Westfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Williamstown, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12	
<i>Sign Writers.</i>										
Boston:										
Advertising work, . . . . .	.68¾	5.50	—	2 T.	2 T.	8	7	40	7	
Commercial work, . . . . .	.62½	5.00	—	2 T.	2 T.	8	7	40	7	
Helpers, . . . . .	.41¼	3.30	—	2 T.	2 T.	8	7	40	7	
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	7	40	7	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Worcester, . . . . .	.50	4.00	22.00	8	2 T.	8	4	44	12	
<b>Plumbers and Pipe Fitters.</b>										
<i>Gas Fitters.</i>										
Boston, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.56¼	—	—	2 T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.68¾	5.50	30.25	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.47¾	3.82	21.00	9	2 T.	8	4	44	12	
North Adams, . . . . .	—	3.50	—	1½ T.	1½ T.	8	8	48	—	
Northampton, <sup>10</sup> . . . . .	.50	—	22.00	11	12	8	4	44	12	
Norwood, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12	
Pittsfield, . . . . .	.48	3.84	21.00	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	—	5.20	—	2 T.	2 T.	8	4	44	12	
Westfield, . . . . .	.52½	4.20	—	13	2 T.	8	4	44	12	
Worcester, . . . . .	.54½	4.36	24.00	2 T.	2 T.	8	4	44	12	

1 No work on Saturday between noon and 5 P.M.; other overtime, double time.

2 No work on Labor Day; on other holidays and Sundays, double time.

3 On Sundays, double time; on holidays, time and one-half.

4 Before midnight, time and one-half; after midnight, double time.

5 Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.

6 No work on Saturday afternoon; other overtime, time and one-half.

7 Work 5 days a week; no work on Saturday.

8 Before 9 P.M., time and one-half; after 9 P.M., double time.

9 Before midnight, time and one-half; after midnight and on Saturday afternoon, double time.

10 Same rates apply in Amherst and Easthampton.

11 When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

12 Time and one-half on holidays; double time on Sundays.

13 Between 6 P.M. and midnight, time and one-half; after midnight and on Saturday afternoon, double time.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Plumbers and Pipe Fitters									
— Con.									
Plumbers.									
Attleboro, . . . . .	—	<sup>1</sup> \$4.00	—	2 T.	2 T.	8	8	48	—
Boston, . . . . .	\$0.68 <sup>3</sup> / <sub>4</sub>	5.50	\$30.25	2 <sup>2</sup> —	2 T.	8	4	44	12
Brockton, . . . . .	.65	5.20	28.60	2 <sup>2</sup> —	2 T.	8	4	44	12
Fall River, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	4.50	—	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Gardner, . . . . .	.55	4.40	24.20	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Great Barrington, . . . . .	—	3.50	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Greenfield, . . . . .	—	—	22.75	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	—
Haverhill, . . . . .	.52 <sup>1</sup> / <sub>2</sub>	4.20	23.10	2 <sup>2</sup> —	2 T.	8	4	44	12
Holyoke, . . . . .	.55	4.40	—	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	—	4.80	26.40	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	—	3.50	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Lowell, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	—	5.50	30.25	2 T.	2 T.	8	4	44	12
Malden, <sup>4</sup> . . . . .	.59 <sup>3</sup> / <sub>8</sub>	4.75	—	2 T.	2 T.	8	4	44	12
Marlborough, . . . . .	—	4.40	—	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.47 <sup>3</sup> / <sub>4</sub>	3.82	21.00	5 <sup>5</sup> —	2 T.	8	4	44	12
Natick, . . . . .	.60	4.80	26.40	7 <sup>—</sup>	2 T.	8	4	44	12
New Bedford, . . . . .	.55	—	—	7 <sup>—</sup>	2 T.	8	4	44	12
Newton, . . . . .	—	5.25	—	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	—	3.50	—	2 T.	2 T.	8	8	48	—
Northampton, <sup>8</sup> . . . . .	.50	—	22.00	9 <sup>—</sup>	10 <sup>—</sup>	8	4	44	12
Norwood, . . . . .	.55	—	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Quincy, . . . . .	—	5.20	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	—	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Southbridge, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.61 <sup>1</sup> / <sub>11</sub>	—	27.00	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	—	3.28	—	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.57 <sup>1</sup> / <sub>2</sub>	4.60	25.30	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.52 <sup>1</sup> / <sub>2</sub>	4.20	—	11 <sup>—</sup>	2 T.	8	4	44	12
Woburn, <sup>12</sup> . . . . .	.56 <sup>1</sup> / <sub>4</sub>	—	—	3 <sup>—</sup>	2 T.	8	4	44	12
Worcester, . . . . .	—	4.80	—	2 T.	2 T.	8	4	44	12
Plumbers' Apprentices.									
Brockton:									
First year, . . . . .	—	—	<sup>13</sup> 6.00	2 <sup>—</sup>	2 T.	8	4	44	12
Second year, . . . . .	—	—	<sup>13</sup> 7.50	2 <sup>—</sup>	2 T.	8	4	44	12
Third year, . . . . .	—	—	<sup>14</sup> 9.00—	2 <sup>—</sup>	2 T.	8	4	44	12
Lawrence, . . . . .	—	1.50	8.25	2 T.	2 T.	8	4	44	12

<sup>1</sup> On September 15, 1917, rate was increased 50 cents a day.<sup>2</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.<sup>3</sup> Time and one-half for first hour and a half; double time thereafter.<sup>4</sup> Same rates apply in Everett and Medford.<sup>5</sup> Before midnight, time and one-half; after midnight and on Saturday afternoon, double time.<sup>6</sup> Double time, except where one-half hour will complete work which has already taken at least two hours.<sup>7</sup> Before 9 P.M., time and one-half; after 9 P.M., double time; on Saturday afternoon, regular rate for emergency work.<sup>8</sup> Same rates apply in Amherst and Easthampton.<sup>9</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.<sup>10</sup> Time and one-half on holidays; double time on Sundays.<sup>11</sup> Between 6 P.M. and midnight, time and one-half; after midnight and on Saturday afternoon, double time.<sup>12</sup> Same rates apply in Stoneham and Winchester.<sup>13</sup> Prevailing rate; no agreement establishing a minimum.<sup>14</sup> Prevailing range of rates paid according to ability; no agreement establishing a minimum.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday			
Plumbers and Pipe Fitters										
— Con.										
Plumbers, Junior.										
Attleboro, . . . . .	—	<sup>1</sup> \$2.00	—	2 T.	2 T.	8	8	48	—	
Boston (sixth year), . . . . .	—	4.50	—	2 —	2 T.	8	4	44	12	
Brockton, . . . . .	\$1.58 <sup>3</sup> / <sub>4</sub>	4.70	\$25.85	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	—	—	18.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	—	
Holyoke, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	—	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	—	3.82	21.00	2 T.	2 T.	8	4	44	12	
Lowell, . . . . .	—	3.00	—	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	—	4.50	24.75	2 T.	2 T.	8	4	44	12	
Newton (first year), . . . . .	—	3.45	—	2 T.	2 T.	8	4	44	12	
Newton (second year), . . . . .	—	4.45	—	2 T.	2 T.	8	4	44	12	
Northampton (fifth year), <sup>3</sup> . . . . .	.38 <sup>7</sup> / <sub>11</sub>	—	17.00	4 —	5 —	8	4	44	12	
Northampton (sixth year), <sup>3</sup> . . . . .	.43 <sup>7</sup> / <sub>11</sub>	—	19.00	4 —	5 —	8	4	44	12	
Wakefield, . . . . .	.51 <sup>1</sup> / <sub>4</sub>	4.10	22.55	2 T.	2 T.	8	4	44	12	
Waltham (second year), . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Sprinkler Fitters.										
Boston, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	—	—	2 T.	2 T.	8	4	44	12	
Brockton (helpers), . . . . .	.31 <sup>1</sup> / <sub>4</sub>	—	—	2 T.	2 T.	8	4	44	12	
Steam Fitters.										
Attleboro, . . . . .	—	<sup>1</sup> 4.00	—	2 T.	2 T.	8	8	48	—	
Boston, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	—	—	2 T.	2 T.	8	4	44	12	
Fall River, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Fitchburg, . . . . .	.43 <sup>3</sup> / <sub>4</sub>	3.50	19.25	2 T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12	
Great Barrington, . . . . .	—	3.50	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12	
Greenfield, . . . . .	—	—	22.75	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	—	
Haverhill, . . . . .	.52 <sup>1</sup> / <sub>2</sub>	4.20	23.10	7 —	2 T.	8	4	44	12	
Haverhill (apprentices):										
First year . . . . .	.22 <sup>7</sup> / <sub>11</sub>	—	10.00	7 —	2 T.	8	4	44	12	
Second and third years, . . . . .	.27 <sup>7</sup> / <sub>11</sub>	2.18 <sup>7</sup> / <sub>11</sub>	12.00	7 —	2 T.	8	4	44	12	
Holyoke, . . . . .	.54 <sup>1</sup> / <sub>2</sub>	4.36	24.00	2 —	2 T.	8	4	44	12	
Lawrence, . . . . .	—	4.80	26.40	2 T.	2 T.	8	4	44	12	
Lenox, . . . . .	—	3.50	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12	
Lowell, . . . . .	.55	4.40	—	8 —	2 T.	8	4	44	12	
Lynn, . . . . .	.68 <sup>3</sup> / <sub>4</sub>	5.50	30.25	2 T.	2 T.	8	4	44	12	
Malden, <sup>5</sup> . . . . .	.59 <sup>3</sup> / <sub>8</sub>	4.75	—	2 T.	2 T.	8	4	44	12	
Marlborough, . . . . .	—	4.40	—	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.47 <sup>3</sup> / <sub>4</sub>	3.82	21.00	10 —	2 T.	8	4	44	12	
Natick, . . . . .	.60	4.80	26.40	11 —	2 T.	8	4	44	12	
New Bedford, . . . . .	<sup>12</sup> .50	4.00	22.00	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	—	3.50	—	2 T.	2 T.	8	8	48	—	
Northampton, <sup>3</sup> . . . . .	.50	—	22.00	4 —	5 —	8	4	44	12	
Norwood, . . . . .	.55	—	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12	

<sup>1</sup> On September 15, 1917, rate was increased 50 cents a day.

<sup>2</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

<sup>3</sup> Same rates apply in Amherst and Easthampton.

<sup>4</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

<sup>5</sup> Time and one-half on holidays; double time on Sundays.

<sup>6</sup> On September 1, 1917, rate was increased to 68<sup>3</sup>/<sub>4</sub> cents.

<sup>7</sup> Time and one-half for first hour and a half; then double time.

<sup>8</sup> Before 6 P.M., regular rate; after 6 P.M., double time.

<sup>9</sup> Same rates apply in Everett and Medford.

<sup>10</sup> Before midnight, time and one-half; after midnight and on Saturday afternoon, double time.

<sup>11</sup> Double time, except where one-half hour will complete work which has already taken at least two hours.

<sup>12</sup> On November 1, 1917, rate was increased to 68<sup>3</sup>/<sub>4</sub> cents an hour.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Plumbers and Pipe Fitters — Con.</b>									
<i>Steam Fitters — Con.</i>									
Pittsfield, . . . . .	\$0.48	\$3.84	\$21.00	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	—	5.20	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Southbridge, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	—	—	25.00	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	—	3.28	—	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.57½	4.60	25.30	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	—	4.80	26.40	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.52½	4.20	—	1 —	2 T.	8	4	44	12
Woburn, <sup>2</sup> . . . . .	.56¼	—	—	3 —	2 T.	8	4	44	12
Worcester, . . . . .	.54½	4.36	24.00	2 T.	2 T.	8	4	44	12
<i>Steam Fitters' Helpers.</i>									
Attleboro, . . . . .	—	4 2.00	—	2 T.	2 T.	8	8	48	—
Boston, . . . . .	—	5 2.75	15.13	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.31¼	—	—	2 T.	2 T.	8	4	44	12
Fall River (first year), . . . . .	.25	2.00	11.00	2 T.	2 T.	8	4	44	12
Fall River (second year), . . . . .	.28½	2.25	12.37	2 T.	2 T.	8	4	44	12
Greenfield, . . . . .	—	—	18.00	1½ T.	2 T.	8	8	48	—
Holyoke, . . . . .	.29½	2.36	13.00	6 —	2 T.	8	4	44	12
Lawrence, . . . . .	—	—	{ 12.00— 14.00	} 2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12
Malden, <sup>7</sup> . . . . .	.25	2.00	—	2 T.	2 T.	8	4	44	12
<b>New Bedford:</b>									
First six months, . . . . .	—	8 2.25	—	2 T.	2 T.	8	4	44	12
Second six months, . . . . .	—	8 2.50	—	2 T.	2 T.	8	4	44	12
Second year, . . . . .	—	8 2.75	—	2 T.	2 T.	8	4	44	12
Salem (first two years), . . . . .	—	2.00	—	1½ T.	2 T.	8	4	44	12
Salem (after two years), . . . . .	—	3.00	—	1½ T.	2 T.	8	4	44	12
<b>Springfield:</b>									
First year, . . . . .	—	—	11.00	2 T.	2 T.	8	4	44	12
Second year, . . . . .	—	—	12.00	2 T.	2 T.	8	4	44	12
Third year, . . . . .	—	—	13.00	2 T.	2 T.	8	4	44	12
Fourth year, . . . . .	—	—	14.00	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	—	1.75	—	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	—	2.00	—	1 —	2 T.	8	4	44	12
Worcester, . . . . .	.33	2.64	14.50	2 T.	2 T.	8	4	44	12
<i>Steam Fitters, Junior.</i>									
Lawrence, . . . . .	—	3.82	21.00	2 T.	2 T.	8	4	44	12
<b>Roofers.</b>									
<b>Boston:</b>									
Foremen, . . . . .	—	4.80	—	2 T.	2 T.	8	4	44	12
Journeyman, <sup>9</sup> . . . . .	—	4.00	—	10 —	2 T.	8	4	44	12
Junior roofers, . . . . .	—	3.50	—	2 T.	2 T.	8	4	44	12

<sup>1</sup> Between 6 P.M. and midnight, time and one-half; after midnight and on Saturday afternoon, double time.<sup>2</sup> Same rates apply in Stoneham and Winchester.<sup>3</sup> Time and one-half for first hour and a half; then double time.<sup>4</sup> On September 15, 1917, rate was increased 50 cents a day.<sup>5</sup> On September 1, 1917, rate was increased to \$3.40.<sup>6</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.<sup>7</sup> Same rates apply in Everett and Medford.<sup>8</sup> On November 1, 1917, rate for helpers during first year was increased to \$2.50 and during second year to \$3 a day.<sup>9</sup> Includes kettle tenders, men who lay paper, mop, ladle and gravel.<sup>10</sup> Double time, except that kettle tenders are paid time and one-half before 8 A.M.



TABLE 1. BUILDING TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Roofers — Con.									
Brockton, . . . . .	\$0.56¼	\$4.50	\$24.75	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.52	4.16	22.88	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	—	—	—	—	8	4	44	12
Marlborough, . . . . .	—	4.00	—	2 T.	2 T.	8	8	48	4
Springfield, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Helpers.									
Boston:									
First six months, . . . . .	—	2.75	—	2 T.	2 T.	8	4	44	12
After six months, . . . . .	—	3.00	—	2 T.	2 T.	8	4	44	12
After nine months, . . . . .	—	3.25	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.37½	3.00	16.50	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.42	3.36	18.48	1½ T.	2 T.	8	4	44	12
Sheet Metal Workers.									
Boston, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.57½	—	—	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	4
Greenfield, . . . . .	—	—	22.75	1½ T.	2 T.	8	8	48	—
Holyoke, . . . . .	.55	—	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	1.62½	5.00	27.50	2	2 T.	8	4	44	12
Malden, . . . . .	.56¼	4.50	—	3	2 T.	8	8	48	8
Marlborough, <sup>4</sup> . . . . .	.50	4.00	24.00	2 T.	2 T.	8	8	48	4
Natick, . . . . .	—	4.50	24.75	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.50	—	—	5	2 T.	8	4	44	12
Northampton, <sup>6</sup> . . . . .	.50	—	22.00	7	2	8	4	44	12
Salem, . . . . .	.55	4.40	24.20	9	2 T.	8	4	44	12
Springfield, . . . . .	.54¾ <sup>11</sup>	4.36½ <sup>11</sup>	24.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.50	—	22.00	10	2 T.	8	4	44	12
Tile Layers and Helpers.									
Boston:									
Improvers, first year, . . . . .	.56¼	4.50	22.50	2 T.	2 T.	8	11	40	11
Improvers, second year, . . . . .	.65¾	5.25	26.25	2 T.	2 T.	8	11	40	11
Tile layers and setters, . . . . .	—	6.00	30.00	2 T.	2 T.	8	11	40	11
Tile layers' helpers, . . . . .	.41¼	3.30	16.50	2 T.	2 T.	8	11	40	11
Tinsmiths.									
Fall River, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.57½	4.60	25.30	2 T.	2 T.	8	4	44	12

<sup>1</sup> On September 1, 1917, rate was increased to 68¾ cents.

<sup>2</sup> Regular rate until 9 P.M. and double time after 9 P.M. for shop work from September 1 to December 1; time and one-half until 9 P.M. and double time after 9 P.M. for shop work from December 1 to September 1; also double time for Saturday afternoon during entire year.

<sup>3</sup> Before midnight, time and one-half; after midnight, double time.

<sup>4</sup> Includes furnace workers and roofers.

<sup>5</sup> Before 9 P.M. and on Saturday afternoon until 5 P.M., time and one-half; after these hours, double time.

<sup>6</sup> Same rates apply in Amherst and Easthampton.

<sup>7</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

<sup>8</sup> Time and one-half on holidays; double time on Sundays.

<sup>9</sup> Time and one-half before 10 P.M.; double time thereafter.

<sup>10</sup> On contract work between 5 P.M. and 9 P.M., time and one-half; other overtime, double time. On day work, double time for all overtime, except on Saturday afternoon, when regular rate is paid.

<sup>11</sup> Work 5 days a week; no work on Saturday.

TABLE 2. DOMESTIC AND PERSONAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages <sup>1</sup>	NUMBER OF HOURS OF LABOR <sup>2</sup>							Hours Off on Half-holiday	Total Number of Hours Per Week	
		Mon-day	Tues-day	Wednes-day	Thurs-day	Fri-day	Satur-day	Half-holiday (day not stated)			
Barbers.											
Adams, . . . . .	\$12.00	5½	11	11	11	11	13½	—	5½	63	
Boston, . . . . .	<sup>3</sup> 16.00	10¼	10¼	10¼	10¼	10¼	12¼	4	6¼	57¼	
Brockton, . . . . .	<sup>1</sup> 15.00	4½	10½	10½	10½	10½	12½	—	6	59	
Chicopee, . . . . .	18.00	5	10	10	9	10	12	—	5	56	
Clinton, . . . . .	12.00	5½	11	11	11	11	14	—	5½	63½	
Fall River, . . . . .	<sup>1</sup> 13.00	10	10	10	10	10	13	4½	5½	57½	
Fitchburg, . . . . .	16.00	{ 5 10 }	11¼	11¼	{ 10 5 }	11¼	13¼	—	5	62	
Framingham, . . . . .	<sup>1</sup> 15.00	4½	10¾	10¾	10¾	10¾	12¾	—	6¼	60¼	
Gardner, . . . . .	13.00	6	11	11	11	11	14¼	—	5	64¼	
Gloucester, . . . . .	14.00	5	12	12	12	12	14	—	7	67	
Haverhill, . . . . .	<sup>1</sup> 13.00	5½	10¾	10¾	10¾	10¾	12¼	—	5¼	60¾	
Holyoke, . . . . .	13.00	9½	10¾	10¾	9½	10¾	12¾	5	4½	59½	
Lawrence, . . . . .	<sup>1</sup> 15.00	10½	10½	10½	5½	10½	13½	5½	5	<sup>4</sup> 56	
Leominster, . . . . .	14.00	4½	10¾	10¾	9½	10¾	12¾	—	6¼	59	
Lowell, . . . . .	<sup>5</sup> 13.00	5½	11	11	11	11	14	—	5½	63½	
Lynn, . . . . .	<sup>1</sup> 14.00	5½	9¾	9¾	9¾	9¾	13¼	—	4¼	57¼	
Milford, . . . . .	13.00	5	11½	11½	11½	11½	14	—	6½	<sup>6</sup> 65	
Natick, . . . . .	<sup>1</sup> 15.00	4½	10¾	10¾	10¾	10¾	12¾	—	6¼	60¼	
New Bedford, . . . . .	15.00	5½	10½	10½	10½	10½	13½	—	5	61	
Newburyport, . . . . .	<sup>7</sup> 14.00	5½	10½	10½	10	10½	12	—	5	59	
North Adams, . . . . .	16.00	9½	10½	10½	10½	9½	13	{ 4 5 }	5½	58	
Northampton, . . . . .	15.00	9	10¼	10¼	4	10¼	12¾	—	6¼	56½	
Pittsfield, . . . . .	<sup>1</sup> 16.00	4½	10½	10½	9½	10½	13½	—	5	59	
Quincy, . . . . .	<sup>1</sup> 15.00	4½	11½	11½	11½	11½	13½	—	7	64	
Rockland, . . . . .	<sup>1</sup> 16.00	4	9¾	9	9¾	9¾	12¼	—	5¾	54¾	
Salem, . . . . .	<sup>1</sup> 16.00	4½	10½	10½	10½	10½	12½	—	6	59	
Springfield, . . . . .	<sup>3</sup> 16.00	9½	10¾	10¾	10¾	9½	12¾	{ 4½ 5¾ }	5	59	
Taunton, . . . . .	14.00	4½	10¾	10¾	10¾	10¾	<sup>8</sup> 13¾	—	6¼	<sup>8</sup> 61¼	
Waltham, . . . . .	<sup>1</sup> 16.00	4½	11	11	11	11	13	—	6½	61½	
Webster, . . . . .	15.00	10½	10½	10½	10½	10½	13	5	5½	60	
Westfield, . . . . .	15.00	{ 9 4½ }	10¼	10¼	{ 4½ 9 }	10¼	12¼	—	4½	56½	
Worcester, . . . . .	15.00	10½	10½	10½	10½	10½	12½	5¼	5¼	59¼	

<sup>1</sup> In many localities a weekly wage of a stated amount is guaranteed and also a bonus consisting of a portion of the weekly receipts, exceeding a specified sum, taken in by each barber. Thus the bonus consists of one-half of the receipts in excess of \$18 in Haverhill; in excess of \$20 in Boston, Fall River, Framingham (in some cases), Lawrence, Lynn, Natick (in some cases), and Rockland; in excess of \$22 in Brockton, Quincy, and Waltham; and in excess of \$25 in Pittsfield and Salem.

<sup>2</sup> In localities where a barber is allowed a specified number of hours as a half-holiday each week, but on no stated day, the number of hours worked on a half-holiday varies according to the length of the day on which he takes such half-holiday. For example, if 5 hours is the time allowed as a half-holiday, and a barber takes it on a 10-hour day, he works on that day 5 hours, whereas if he takes it on an 11-hour day, he works 6 hours on that day.

<sup>3</sup> Minimum weekly rate with accompanying bonus; agreement specifies that for those receiving higher weekly rates of wages one-half receipts over stated amounts, varying with amount of weekly wages, shall be paid.

<sup>4</sup> Have two half-holidays weekly; one on Thursday, one on another day, not stated.

<sup>6</sup> Prevailing rate; no agreement establishing a minimum.

<sup>8</sup> Hours specified in agreement; in majority of shops men start work one-half hour later, making weekly hours 62.

<sup>7</sup> Rate specified in agreement; majority of employees receive \$15 or \$16 a week and a percentage of receipts over certain amounts.

<sup>8</sup> On August 6, 1917, hours of labor for Saturday were reduced to 12¾.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund-ays and Holi- days	Mon- day to Fri- day	Sat- ursday		
Bartenders.									
Boston, . . . . .	-	-	\$21.00	<sup>2</sup> \$0.40	\$0.50	10	10	60	-
Chicopee (hotel), . . . . .	-	-	18.00	-	-	<sup>3</sup> 6 $\frac{1}{2}$ <sup>11</sup> $\frac{1}{2}$	6 $\frac{1}{2}$	<sup>4</sup> 58 $\frac{3}{4}$	12
Chicopee (saloon), . . . . .	-	-	18.00	-	-	<sup>3</sup> 6 $\frac{1}{2}$ <sup>11</sup> $\frac{1}{2}$	7 $\frac{1}{2}$	54	12
Clinton (hotel), . . . . .	-	-	21.00	-	-	<sup>5</sup> 10	12	<sup>6</sup> 64	12
Clinton (saloon), . . . . .	-	-	18.00	-	-	<sup>5</sup> 10	12	<sup>5</sup> 55	12
Gardner, . . . . .	-	-	<sup>7</sup> 12.00 <sup>8</sup> 16.00	<sup>7</sup> .40 <sup>8</sup> .40	<sup>7</sup> .40 <sup>8</sup> .40	<sup>9</sup> 6 $\frac{1}{2}$ <sup>11</sup> $\frac{1}{4}$	10	56 $\frac{3}{4}$	-
Gardner (spare or accommo- dation work), . . . . .	}	{ <sup>10</sup> \$3.00 4.00 }	-	-	-	10	-	-	-
Gloucester, . . . . .			18.00	-	-	10	-	-	-
Great Barrington, . . . . .	-	-	18.00	-	-	9	9	60	-
Greenfield (hotel), . . . . .	-	-	<sup>11</sup> 18.00	-	-	<sup>12</sup> 6 12	12	54	-
Greenfield (saloon), . . . . .	-	-	<sup>11</sup> 18.00	-	-	<sup>12</sup> 6 12	12	54	-
Holyoke, . . . . .	-	-	20.00	-	.50	9	10	55	-
Lawrence, . . . . .	-	-	22.00	.50	.60	<sup>5</sup> 10 $\frac{1}{4}$ <sup>5</sup> 10 $\frac{1}{2}$	12	<sup>5</sup> 56 <sup>5</sup> 55 $\frac{1}{2}$	12
Lowell, . . . . .	-	-	18.00	-	-	<sup>5</sup> 10 $\frac{1}{2}$	10 $\frac{1}{2}$	60	-
Marlborough, . . . . .	-	-	20.00	-	-	-	-	60	-
Milford, . . . . .	-	-	16.00	-	-	10	10	60	-
New Bedford (hotel), . . . . .	-	-	18.00	<sup>14</sup> .35	.50	8 $\frac{1}{2}$	12	<sup>15</sup> 63	-
New Bedford (saloon), . . . . .	-	-	18.00	<sup>14</sup> .35	.50	8 $\frac{1}{2}$	12	54 $\frac{1}{2}$	-
North Adams (hotel), . . . . .	-	-	21.00	-	-	<sup>16</sup> 7 11	12	<sup>16</sup> 65	-
North Adams (saloon), . . . . .	-	-	18.00	.50	.50	<sup>17</sup> 7 11	12	<sup>17</sup> 57	-
Northampton (hotel), . . . . .	-	-	21.00	-	-	-	-	60	-
Northampton (saloon), . . . . .	-	-	18.00	-	-	9	11	56	-

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: 1 $\frac{1}{2}$  T.= Time and one-half; 2 T.=Double time.

<sup>2</sup> Spare or accommodation work, \$4 a day for Saturday; \$5 a day for Sunday.

<sup>3</sup> Two days, 6 $\frac{1}{2}$  hours each; 3 days, 11 $\frac{1}{2}$  hours each.

<sup>4</sup> Hotel men work 11 $\frac{1}{2}$  hours on alternate Sundays, but in a majority of establishments have a day off during the week to compensate.

<sup>6</sup> One day 3 hours.

<sup>6</sup> On Sunday, 9 hours.

<sup>7</sup> With board.

<sup>8</sup> Without board.

<sup>9</sup> Two days, 6 $\frac{1}{2}$  hours each; 3 days, 11 $\frac{1}{4}$  hours each.

<sup>10</sup> First 5 days, \$3 a day; Saturday, \$4 a day.

<sup>11</sup> Prevailing rate; no agreement enforcing this rate.

<sup>12</sup> Three days, 6 hours each; 2 days, 12 hours each.

<sup>13</sup> On alternate Sundays 14 hours, averaging 7 hours on Sunday for entire year.

<sup>14</sup> Overtime on Saturday, 40 cents an hour.

<sup>15</sup> On Sunday, 8 $\frac{1}{2}$  hours.

<sup>16</sup> Hotel men work 8 hours on Sunday, and for 5 days of the week work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 67 hours a week; the next week, work 7 hours each on 3 days, 11 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 63 hours a week, making an average for the entire year of 65 hours a week.

<sup>17</sup> Saloon men, for 5 days of the week, work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, and 12 hours on Saturday, — a total of 59 hours a week; the next week, work 7 hours on 3 days, 11 hours each on 2 days, and 12 hours on Saturday, — a total of 55 hours a week, making an average for the entire year of 57 hours a week.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Bartenders — Con.									
Northampton (spare or accommodation work), . . . . .	}	{ \$3.50 4.00	}	-	-	{ 9 10	-	-	-
Pittsfield, . . . . .				-	-		9	11	56
Pittsfield (spare or accommodation work), . . . . .	-	4.00	-	-	-	9	11	-	-
Springfield, . . . . .	-	-	21.00	-	-	-	-	54	-
Ware (hotel), . . . . .	-	-	22.00	1½ T.	1½ T.	8½	12	162½	-
Ware (saloon), . . . . .	-	-	18.00	-	-	8½	12	54½	-
Westfield, . . . . .	-	-	21.00	-	-	9	10	55	-
Westfield (spare or accommodation work), . . . . .	}	{ \$3.50 5.00	}	-	-	{ 9 10	-	-	-
Worcester, . . . . .				-	20.00		-	-	-
Worcester (spare or accommodation work), . . . . .	}	{ 4.00 5.00	}	-	-	{ 10 10	-	-	-
				-	-		-	-	-
Hotel and Restaurant Employees.									
Cooks, First.									
Brockton (men), . . . . .	-	-	\$15.00	\$0.25	\$0.25	-	-	470	-
Brockton (women), . . . . .	-	-	\$12.00	.25	.25	-	-	554	-
Holyoke, . . . . .	-	-	\$18.00	-	.25	12	12	84	-
Springfield (men):									
Cafés, . . . . .	-	-	\$15.00	.50	.50	10	10	60	-
Hotels, . . . . .	-	-	\$21.00	.50	.50	10	10	60	-
Restaurants and lunch rooms, . . . . .	-	-	\$15.00	.50	.50	12	12	72	-
Cooks, Fry.									
Springfield (men, hotel), . . . . .	-	-	\$12.00	.50	.50	10	10	60	-
Cooks, Order.									
Brockton (order cooks or night men), . . . . .	-	-	\$12.00	.25	.25	-	-	484	-
Brockton (meat and order women), . . . . .	-	-	\$12.00	.25	.25	-	-	554	-
Cooks, Pastry.									
Brockton (men), . . . . .	-	-	\$15.00	.25	.25	-	-	470	-
Brockton (women), . . . . .	-	-	\$10.00	.25	.25	-	-	554	-
Cooks, Second.									
Brockton (men), . . . . .	-	-	\$10.00	.25	.25	-	-	470	-
Brockton (women), . . . . .	-	-	\$10.00	.25	.25	-	-	554	-
Holyoke, . . . . .	-	-	\$12.00	-	.25	12	12	84	-
Springfield (men, hotel), . . . . .	-	-	\$15.00	.50	.50	10	10	60	-
Dish Washers.									
Brockton (men), . . . . .	-	-	\$7.00	.25	.25	-	-	470	-
Brockton (women), . . . . .	-	-	\$6.00	.25	.25	-	-	554	-
Pantrymen.									
Brockton, . . . . .	-	-	\$10.00	.25	.25	-	-	470	-
Pantrywomen.									
Brockton, . . . . .	-	-	\$10.00	.25	.25	-	-	554	-

1 On Sunday, 8 hours.

2 Spare or accommodation work, \$3.50 a day for 5 days of the week and \$5 a day for Saturday and Sunday.

3 With board.

4 On November 1, 1917, weekly hours were changed to 66.

5 On November 1, 1917, weekly hours were reduced to 50.

6 Prevailing rate; no agreement establishing a minimum.

7 With board. On October 1, 1917, rate was increased \$3 a week.

8 On October 1, 1917, rate was increased \$3 a week.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sundays and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Hotel and Restaurant Employees — Con.</b>									
<i>Waiters.</i>									
Boston (men), . . . . .	-	-	\$3.00	\$0.35	\$0.35	-	-	1 72	-
Brockton (restaurant, men), .	-	-	2 12.00	.25	.25	-	-	3 65	-
Brockton (restaurant, women),	-	-	2 7.00	.25	.25	-	-	4 54	-
Holyoke, . . . . .	-	-	5 10.00 12.00	-	.25	12	12	84	-
Springfield:									
Cafés, . . . . .	-	-	6 12.00	.50	.50	10	10	60	-
Counter men, . . . . .	-	-	6 12.00	.50	.50	12	12	72	-
Hotels, . . . . .	-	\$1.25	7 7.50	.50	.50	10	10	60	-
Noon waiters, . . . . .	\$0.50	-	-	-	-	-	-	-	-
Restaurants, . . . . .	-	-	6 12.00	.50	.50	12	12	72	-
<b>Laundry Workers.</b>									
<b>Boston:</b>									
Button girls, . . . . .	-	-	7.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Dampeners, . . . . .	-	-	8.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Folders, apron and towel, .	-	-	7.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Folders, coat, . . . . .	-	-	8.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Ironers, body, . . . . .	-	-	10.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Ironers, plain hand, . . . .	-	-	8.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Mangle hands, . . . . .	-	-	7.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Markers, . . . . .	-	-	8.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Route girls, . . . . .	-	-	8.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Starchers, . . . . .	-	-	12.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Washermen, . . . . .	-	-	17.00	2 T.	2 T.	8 9	8 9	8 54	8 3
Wringermen, . . . . .	-	-	10.00	2 T.	2 T.	8 9	8 9	8 54	8 3
<b>Brockton:</b>									
Collar shapers, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Dampeners, collar, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Dampeners, shirts, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
General hands, . . . . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Helpers (distributing room),	-	-	8.00	2 T.	2 T.	9	5	50	12
Ironers, body, . . . . .	-	-	8.80	2 T.	2 T.	9	5	50	12
Ironers, bosom machine, . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Ironers, collar, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Ironers, hand, . . . . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Ironers, neck band, . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Ironers, sleeve, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Ironers, starchers on hand, and rough dry, . . . . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Ironers, tyler, . . . . .	-	-	10.50	2 T.	2 T.	9	5	50	12
Ironers, wrist, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Mangle hands, . . . . .	-	-	8.80	2 T.	2 T.	9	5	50	12
Markers and distributors, .	-	-	10.50	2 T.	2 T.	9	5	50	12
Shirt finishers, . . . . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Shirt folders, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Shirt press machine opera-tors, . . . . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Starchers, . . . . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Starchers' helpers, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Washermen, . . . . .	-	-	15.75	2 T.	2 T.	9	5	50	12
Washerwomen, . . . . .	-	-	9.45	2 T.	2 T.	9	5	50	12
Wringermen, . . . . .	-	-	12.60	2 T.	2 T.	9	5	50	12

<sup>1</sup> Two days off each month.<sup>2</sup> With board.<sup>3</sup> On November 1, 1917, weekly hours were changed to 66.<sup>4</sup> On November 1, 1917, weekly hours were reduced to 50.<sup>5</sup> Prevailing rates; no agreement establishing a minimum.<sup>6</sup> With board. On October 1, 1917, rate was increased \$1.50 a week.<sup>7</sup> On October 1, 1917, rate was increased \$1.50 a week.<sup>8</sup> During 3 months 9¼ hours on 5 days, 4¾ hours on Saturday, 53½ hours per week.



TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Laundry Workers — Con.</b>									
Haverhill (men):									
Polishers, . . . . .	-	\$2.00	\$12.00	1½ T.	-	9	9	54	-
Washers, . . . . .	-	2.00	12.00	1½ T.	-	9	9	54	-
Haverhill (women):									
Ironers, big hand, . . . . .	-	1.60	9.60	1½ T.	-	9	9	54	-
Ironers, starch, . . . . .	-	1.60	9.60	1½ T.	-	9	9	54	-
All other employees, . . . . .	-	1.35	8.10	1½ T.	-	9	9	54	-

OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board	OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board
<b>Marine Cooks and Stewards.</b>		<b>Marine Cooks and Stewards — Con.</b>	
Boston:		Boston — Con.	
Bakers, . . . . .	\$90.00	Hallmen, . . . . .	\$50.00
Bakers (second hands), . . . . .	30.00	Mess boys, . . . . .	55.00
Barmen, . . . . .	60.00	Messmen, . . . . .	30.00
Broilers, first, . . . . .	70.00	Messmen, second, . . . . .	45.00
Broilers, second, . . . . .	55.00	Messmen, second, . . . . .	35.00
Butchers, . . . . .	65.00	Pantrymen, . . . . .	50.00
Checkers, chief, . . . . .	40.00	Pantrymen, . . . . .	60.00
Checkers, second, . . . . .	55.00	Pantrymen, assistant, . . . . .	65.00
Coffeemen, . . . . .	70.00	Porters, . . . . .	30.00
Cooks and stewards, . . . . .	40.00	Saladmen, . . . . .	40.00
Cooks, chief, . . . . .	55.00	Stewards, chief, . . . . .	45.00
Cooks, fry, . . . . .	60.00	Stewards, second, . . . . .	50.00
Cooks, night, . . . . .	55.00	Stewards, second, . . . . .	55.00
Cooks, order, . . . . .	80.00	Stewards, second, . . . . .	90.00
Cooks, second, . . . . .	90.00	Stewards, second, . . . . .	100.00
Cooks, third, . . . . .	100.00	Stewards, second, . . . . .	115.00
	115.00	Stewards, second, . . . . .	120.00
	55.00	Stewards, second, . . . . .	65.00
	50.00	Stewards, second, . . . . .	70.00
	55.00	Stewards, second, . . . . .	80.00
	65.00	Stewards, second, . . . . .	85.00
	60.00	Stewards, second, . . . . .	40.00
	65.00	Stewards, second, . . . . .	35.00
	70.00	Stewards, second, . . . . .	40.00
	85.00	Stewards, second, . . . . .	45.00
	50.00	Stewards, second, . . . . .	50.00
		Stewards, second, . . . . .	70.00
		Stewards, second, . . . . .	40.00

<sup>1</sup> Rates of wages shown are monthly rates (with board) on ships sailing from the port of Boston according to class of ship, its cargo, or destination. The maximum number of hours of labor is not prescribed.

TABLE 3. FOOD, LIQUORS. AND TOBACCO.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bakers.</b>									
<i>Apprentices.</i>									
Haverhill, . . . . .	-	\$2.00	\$12.00	\$0.40	\$0.70	9	9	54	-
Springfield (Union A, second year), . . . . .	-	-	10.00	.30	2-	9	9	54	-
Springfield (Union A, third year), . . . . .	-	-	13.00	.30	2-	9	9	54	-
<i>Foremen.</i>									
Boston (Union A), . . . . .	-	-	28.00	-	-	<sup>3</sup> 8	8	48	-
Boston (Unions B and C), . . . . .	-	-	22.00	.50	.50	9	9	54	-
Boston (Union B, machine shops), . . . . .	-	-	25.00	1½ T.	1½ T.	8	8	48	-
Brockton (shop crew of four or more), . . . . .	-	-	26.00	.50	.50	9	9	54	-
Brockton (shop crew of less than four), . . . . .	-	-	24.00	.50	.50	9	9	54	-
Haverhill, . . . . .	-	-	21.00	.40	.70	9	9	54	-
Holyoke, . . . . .	-	-	23.00	1½ T.	-	9	9	54	-
Lawrence, . . . . .	-	-	21.00	.45	.90	9	9	54	-
Lynn (Union A), . . . . .	-	-	25.00	.75	.75	<sup>4</sup> 9	9	54	-
Lynn (Union B), . . . . .	-	-	22.00	.40	.40	9	9	54	-
Salem, . . . . .	-	-	22.00	.40	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	-	23.00	.55	2-	9	9	54	-
Springfield (Union B), . . . . .	-	-	28.00	.75	.75	9	<sup>5</sup> -	54	-
Taunton, . . . . .	-	-	22.00	.60	-	9	9	54	-
Worcester, . . . . .	-	-	26.50	.65	-	9	<sup>5</sup> -	54	-
<i>General Bakers in Small Shops.</i>									
Boston (Unions B and C), . . . . .	-	-	18.00	.50	.50	9	9	54	-
Brockton, . . . . .	-	-	20.00	.50	.50	9	9	54	-
Haverhill, . . . . .	-	3.50	21.00	.40	.70	9	9	54	-
Lynn (Union B), . . . . .	-	-	20.00	.40	.40	9	9	54	-
<i>Jobbers (Benchmen).</i>									
Boston (Union A), . . . . .	-	5.00	-	-	-	<sup>3</sup> 8	8	48	-
Boston (Unions B and C), . . . . .	-	3.50	21.00	.50	.50	9	9	54	-
Brockton, . . . . .	-	4.00	-	.50	.50	9	9	54	-
Haverhill, . . . . .	-	3.50	21.00	.40	.70	9	9	54	-
Lynn (Union A), . . . . .	-	5.00	-	.75	.75	<sup>4</sup> 9	9	54	-
Lynn (Union B), . . . . .	-	3.50	-	.40	.40	9	9	54	-
Salem, . . . . .	-	3.50	-	.40	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	3.50	-	.45	2-	9	9	54	-
<i>Jobbers (Foremen).</i>									
Boston (Union A), . . . . .	-	6.00	-	-	-	<sup>3</sup> 8	8	48	-
Boston (Unions B and C), . . . . .	-	4.00	-	.50	.50	9	9	54	-
Brockton, . . . . .	-	4.50	-	.50	.50	9	9	54	-
Lynn (Union A), . . . . .	-	5.00	-	.75	.75	<sup>4</sup> 9	9	54	-
Salem, . . . . .	-	3.50	-	.40	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	4.50	27.00	-	-	9	9	54	-
<i>Ovenmen.</i>									
Boston (Unions B and C), . . . . .	-	-	20.00	.50	.50	9	9	54	-
Boston (Union B, machine shops), . . . . .	-	-	20.00	1½ T.	1½ T.	8	8	48	-

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.= Regular time; 1½ T.=Time and one-half; 2 T.=Double time.

<sup>2</sup> Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays same rate as for evenings.

<sup>3</sup> Friday off; 8 hours on Sunday.

<sup>4</sup> Friday off; 9 hours on Sunday.

<sup>5</sup> No work on Saturday; work 9 hours on Sunday.

TABLE 3. FOOD, LIQUORS, AND TOBACCO—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Bakers — Con.									
Second Hands.									
Boston (Union A),	-	-	\$25.00	-	-	18	8	48	-
Boston (Unions B and C),	-	-	19.00	\$0.50	\$0.50	9	9	54	-
Boston (Union B, machine shops),	-	-	20.00	1½ T.	1½ T.	8	8	48	-
Brookton,	-	-	22.00	.50	.50	9	9	54	-
Haverhill,	-	-	18.00	.40	.70	9	9	54	-
Holyoke,	-	-	20.00	1½ T.	-	9	9	54	-
Lawrence,	-	-	17.00	.45	.90	9	9	54	-
Lynn (Union A),	-	-	21.00	.75	.75	2 9	9	54	-
Lynn (Union B),	-	-	18.00	.40	.40	9	9	54	-
Salem,	-	-	20.00	.40	2 T.	9	9	54	-
Springfield (Union A),	-	-	20.00	.45	3 -	9	9	54	-
Springfield (Union B),	-	-	24.00	.70	.70	9	4 -	54	-
Taunton (day),	-	-	17.00	.50	-	9	9	54	-
Taunton (night),	-	-	18.00	.50	-	9	9	54	-
Worcester,	-	-	24.20	.65	-	9	4 -	54	-
Third or Under Hands.									
Boston (Union A),	-	-	22.00	-	-	18	8	48	-
Boston (Unions B and C),	-	-	17.00	.50	.50	9	9	54	-
Brookton,	-	-	20.00	.50	.50	9	9	54	-
Haverhill,	-	-	17.00	.40	.70	9	9	54	-
Holyoke,	-	-	18.00	1½ T.	-	9	9	54	-
Lawrence,	-	-	17.00	.45	.90	9	9	54	-
Lynn (Union A),	-	-	19.00	.75	.75	2 9	9	54	-
Lynn (Union B),	-	-	17.00	.40	.40	9	9	54	-
Salem,	-	-	19.00	.40	2 T.	9	9	54	-
Springfield (Union A),	-	-	18.00	.45	3 -	9	9	54	-
Springfield (Union B),	-	-	21.00	.65	.65	9	4 -	54	-
Taunton,	-	-	16.00	.40	-	9	9	54	-
Worcester,	-	-	20.00	.65	-	9	4 -	54	-
Bottlers and Drivers.									
Bottlers. <sup>6</sup>									
Boston,	-	-	17.00	.50	.50	8	8	48	-
Chicopee,	-	-	15.00	.40	2 T.	8	14	54	-
Holyoke,	-	-	15.00	.50	2 T.	10	14	64	-
Lawrence (breweries),	-	-	16.50	.35	2 T.	8	8	48	-
Lawrence (wholesale shops),	-	-	15.00	.35	2 T.	8	8	48	-
Lowell,	-	-	18.50	.50	.50	8	8	48	-
New Bedford,	-	-	16.00	.50	.50	8	8	48	-
Pittsfield,	-	-	17.00	.50	.50	8	8	48	-
Pittsfield (apprentices, first six months),	-	-	13.00	.50	.50	8	8	48	-
Springfield,	-	-	18.00	.50	2 T.	8	8	48	-
Springfield (first men),	-	-	19.00	.50	2 T.	8	8	48	-
Worcester (breweries),	-	-	18.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	19.00	.50	2 T.	8	8	48	-

<sup>1</sup> Friday off; 8 hours on Sunday.

<sup>2</sup> Friday off; 9 hours on Sunday.

<sup>3</sup> Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays same rate as for evenings.

<sup>4</sup> No work on Saturday; work 9 hours on Sunday.

<sup>5</sup> Machine operators usually; in some cases fill bottles by hand.

<sup>6</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

<sup>7</sup> For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Bottlers and Drivers — Con.									
Chauffeurs.									
Boston, . . . . .	-	-	\$20.50	-	-	9	9	54	-
Chicopee, . . . . .	-	-	18.00	\$0.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	18.00	.50	2 T.	10	14	64	-
Lawrence (heavy trucks), . .	-	-	18.00	.35	2 T.	8	8	148	-
Lawrence (light trucks), . .	-	-	16.00	.35	2 T.	9	9	54	-
Pittsfield, . . . . .	-	-	21.00	.50	\$0.50	8	8	148	-
Springfield, . . . . .	-	-	19.00	.50	2 T.	9	9	54	-
Worcester (wholesale shops), .	-	-	21.00	.50	2 T.	8	8	48	-
						10	14	64	-
Chauffeurs' Helpers.									
Boston, . . . . .	-	-	15.50	-	-	9	9	54	-
Chicopee, . . . . .	-	-	15.00	.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	13.00	.50	2 T.	10	14	64	-
Lawrence, . . . . .	-	-	16.00	.35	2 T.	8	8	148	-
Pittsfield, . . . . .	-	-	18.00	.50	.50	9	9	54	-
						8	8	248	-
						9	9	54	-
Drivers.									
Boston, . . . . .	-	-	18.50	-	-	9	9	54	-
Chicopee (single), . . . . .	-	-	18.00	.40	2 T.	8	14	54	-
Holyoke (single), . . . . .	-	-	16.50	.50	2 T.	10	14	64	-
Holyoke (double), . . . . .	-	-	18.00	.50	2 T.	10	14	64	-
Lawrence (single), . . . . .	-	-	16.00	.35	2 T.	8	8	148	-
Lawrence (double), . . . . .	-	-	18.00	.35	2 T.	9	9	54	-
Lowell (single, yard), . . . .	-	-	20.00	-	-	8	8	148	-
Lowell (double), . . . . .	-	-	21.00	-	-	9	9	54	-
Lowell (double, depot), . . .	-	-	21.00	-	-	8	8	48	-
New Bedford, . . . . .	-	-	17.00	.50	.50	9	9	48	-
Pittsfield, . . . . .	-	-	20.00	.50	.50	8	8	248	-
Springfield (single), . . . .	-	-	19.00	.50	2 T.	9	9	54	-
Worcester (breweries), . . .	-	-	21.00	.50	2 T.	8	8	48	-
Worcester (wholesale shops), .	-	-	21.00	.50	2 T.	9	9	148	-
						10	14	54	-
						4	4	64	-
Drivers' Helpers.									
Boston, . . . . .	-	-	15.50	-	-	9	9	54	-
Holyoke, . . . . .	-	-	13.00	.50	2 T.	10	14	64	-
Lawrence, . . . . .	-	-	16.00	.35	2 T.	8	8	148	-
Lowell (single or double), . .	-	-	18.00	-	-	9	9	54	-
New Bedford, . . . . .	-	-	16.00	.50	.50	8	8	48	-
Pittsfield, . . . . .	-	-	18.00	.50	.50	9	9	54	-
Worcester (breweries), . . .	-	-	19.50	.50	2 T.	8	8	248	-
Worcester (wholesale shops), .	-	-	16.00	.50	2 T.	9	9	148	-
						10	14	54	-
						4	4	64	-
Inside Helpers.									
Boston, . . . . .	-	-	15.00	.50	.50	8	8	48	-
Holyoke, . . . . .	-	-	13.50	.50	2 T.	10	14	64	-
Lawrence, . . . . .	-	-	15.50	.35	2 T.	8	8	148	-
						9	9	54	-

<sup>1</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.<sup>2</sup> For 8 months, 48 hours a week, and for 4 months, 54 hours a week.<sup>3</sup> On August 1, 1917, rate was increased \$2 a week.<sup>4</sup> On draught teams, work 54 hours a week during 6 months, and 48 hours a week during 6 months.<sup>5</sup> Helpers on teams handling larger than half barrels, \$18.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bottlers and Drivers — Con.</b>										
<i>Inside Helpers — Con.</i>										
Springfield, . . . . .	-	-	\$16.00	\$0.50	2 T.	8	8	48	-	
Worcester (breweries), . . .	-	-	18.25	.50	2 T.	8	8	48	-	
Worcester (wholesale shops), .	-	-	17.00	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	-	
<i>Labelers.</i>										
Worcester (breweries), . . .	-	-	18.25	.50	2 T.	8	8	48	-	
Worcester (wholesale shops, hand work), . . . . .	-	-	12.00	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	-	
<i>Machine Operators.<sup>2</sup></i>										
Boston, . . . . .	-	-	17.00	.50	\$0.50	8	8	48	-	
Chicopee, . . . . .	-	-	15.00	.40	2 T.	8	14	54	-	
Holyoke, . . . . .	-	-	15.00	.50	2 T.	10	14	64	-	
Lowell, . . . . .	-	-	18.50	.50	.50	8	8	48	-	
Lowell (pasteurizers), . . . .	-	-	17.50	.50	.50	8	8	48	-	
New Bedford, . . . . .	-	-	16.00	.50	.50	{ 8 9	{ 8 9	{ 48 54	-	
Pittsfield, . . . . .	-	-	17.00	.50	.50	8	8	48	-	
Springfield, . . . . .	-	-	18.00	.50	2 T.	8	8	48	-	
Worcester (breweries), . . . .	-	-	20.25	.50	2 T.	8	8	48	-	
Worcester (wholesale shops), .	-	-	19.00	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	-	
<i>Packers.</i>										
Boston, . . . . .	-	-	17.00	.50	.50	8	8	48	-	
Lowell, . . . . .	-	-	18.50	.50	.50	8	8	48	-	
New Bedford, . . . . .	-	-	16.00	.50	.50	{ 8 9	{ 8 9	{ 48 54	-	
Pittsfield, . . . . .	-	-	17.00	.50	.50	8	8	48	-	
Springfield, . . . . .	-	-	17.00	.50	2 T.	8	8	48	-	
<i>Stablemen.</i>										
Lawrence, . . . . .	-	-	16.00	.35	.35	{ 8 9	{ 8 9	{ 48 57	-	
Lowell (first), . . . . .	-	-	21.00	-	-	8	8	48	-	
Lowell (second), . . . . .	-	-	20.00	-	-	8	8	48	-	
Pittsfield, . . . . .	-	-	18.00	.50	.50	{ 8 9	{ 8 9	{ 48 54	-	
Worcester (breweries), . . . .	-	-	18.25	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	-	
Worcester (wholesale shops), .	-	-	17.50	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	-	
<i>Other Employees (Unclassified).</i>										
Boston (inside workers), . . .	-	-	15.00	.50	.50	8	8	48	-	
Boston (outside workers), . . .	-	-	15.00	.50	.50	9	9	54	-	
Lawrence (inside workers), . .	-	-	15.00	.35	2 T.	{ 8 9	{ 8 9	{ 48 54	-	
Lowell (inside workers), . . . .	-	-	16.50	.50	.50	8	8	48	-	
<b>Brewery Workmen.</b>										
<i>Apprentices.</i>										
Boston (first year), . . . . .	-	-	16.00	.60	\$.60	8	8	48	-	
Boston (second year), . . . . .	-	-	18.00	.60	\$.60	8	8	48	-	

<sup>1</sup> For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.

<sup>2</sup> Machine operation includes bottling, labeling, capping, crowning, pasteurizing, soaking, and washing.

<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

<sup>4</sup> During 6 months, 51 hours a week, and during 6 months, 57 hours a week, 3 hours being worked on Sunday and paid for at the overtime rate.

<sup>5</sup> For 8 months, 48 hours a week, and for 4 months, 54 hours a week.

<sup>6</sup> On legal holidays and election days, regular rate for full day.



TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
Brewery Workmen — Con.										
Apprentices — Con.										
Fall River (first year), . . . . .	-	-	\$12.50	\$0.50	\$0.50	8	8	48	-	
Fall River (second year), . . . . .	-	-	14.50	.50	.50	8	8	48	-	
Holyoke (first year), . . . . .	-	-	12.00	.50	2 T.	8	8	48	-	
Holyoke (second year), . . . . .	-	-	15.00	.50	2 T.	8	8	48	-	
Lawrence (first year), <sup>1</sup> . . . . .	-	-	13.00	.50	.50	8	8	48	-	
Lawrence (second year), <sup>1</sup> . . . . .	-	-	15.00	.50	.50	8	8	48	-	
Lowell (first year), . . . . .	-	-	15.00	.50	2.50	8	8	48	-	
Lowell (second year), . . . . .	-	-	17.00	.50	2.50	8	8	48	-	
New Bedford (first year), . . . . .	-	-	15.00	.50	.50	8	8	48	-	
Pittsfield (first year), . . . . .	-	-	14.00	.50	.50	8	8	48	-	
Pittsfield (second year), . . . . .	-	-	15.00	.50	.50	8	8	48	-	
Springfield (first year), . . . . .	-	-	12.00	.50	2 T.	8	8	48	-	
Springfield (second year), . . . . .	-	-	15.00	.50	2 T.	8	8	48	-	
Worcester (first year), . . . . .	-	-	16.00	.50	2 T.	8	8	48	-	
Worcester (second year), . . . . .	-	-	18.00	.50	2 T.	8	8	48	-	
Brewhouse Men.										
Boston (first men), . . . . .	-	-	22.50	.60	2.60	8	8	48	-	
Boston (other men), . . . . .	-	-	20.50	.60	2.60	8	8	48	-	
Fall River (first men), . . . . .	-	-	19.50	.50	.50	8	8	48	-	
Fall River (other men), . . . . .	-	-	17.50	.50	.50	8	8	48	-	
Holyoke (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Holyoke (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence (first men), <sup>1</sup> . . . . .	-	-	22.00	.50	.50	8	8	48	-	
Lawrence (other men), <sup>1</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-	
Lowell (first men), . . . . .	-	-	23.00	.50	2.50	8	8	48	-	
Lowell (other men), . . . . .	-	-	21.00	.50	2.50	8	8	48	-	
New Bedford (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-	
New Bedford (other men), . . . . .	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (first men), . . . . .	-	-	23.00	.50	.50	8	8	48	-	
Pittsfield (other men), . . . . .	-	-	21.00	.50	.50	8	8	48	-	
Springfield (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Springfield (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-	
Worcester (first men), . . . . .	-	-	26.00	.50	2 T.	8	8	48	-	
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-	
Cellarmen.										
Boston (first men), . . . . .	-	-	22.50	.60	2.60	8	8	48	-	
Boston (other men), . . . . .	-	-	20.50	.60	2.60	8	8	48	-	
Fall River (first men), . . . . .	-	-	19.50	.50	.50	8	8	48	-	
Fall River (other men), . . . . .	-	-	17.50	.50	.50	8	8	48	-	
Holyoke (first men), . . . . .	-	-	24.00	.50	2 T.	8	8	48	-	
Holyoke (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence (first men), <sup>1</sup> . . . . .	-	-	22.00	.50	.50	8	8	48	-	
Lawrence (other men), <sup>1</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-	
Lowell (first men), . . . . .	-	-	23.00	.50	2.50	8	8	48	-	
Lowell (other men), . . . . .	-	-	21.00	.50	2.50	8	8	48	-	
New Bedford (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-	
New Bedford (other men), . . . . .	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (first men), . . . . .	-	-	23.00	.50	.50	8	8	48	-	
Pittsfield (other men), . . . . .	-	-	21.00	.50	.50	8	8	48	-	
Springfield (first men), . . . . .	-	-	24.00	.50	2 T.	8	8	48	-	
Springfield (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-	
Worcester (first men), . . . . .	-	-	24.00	.50	2 T.	8	8	48	-	
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-	
Chauffeurs.										
Boston, . . . . .	-	-	23.00	.60	2.60	8 9	8 9	48 54	}	-
Fall River, . . . . .	-	-	17.50	.50	.50	8 9	8 9	48 54		

<sup>1</sup> Same rates apply in Haverhill.<sup>2</sup> On legal holidays and election days, regular rate for full day.<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
Brewery Workmen — Con.										
Chauffeurs — Con.										
Fall River (helpers), . . . . .	-	-	\$15.50	\$0.50	\$0.50	{ 8 9	8 9	1 48 54	}	-
Holyoke, . . . . .	-	-	22.00	.50	2 T.	8	8	48		-
Lawrence, <sup>2</sup> . . . . .	-	-	22.00	.50	.50	8	8	48		-
Springfield, . . . . .	-	-	22.00	.50	2 T.	8	8	48		-
Worcester (heavy trucks), . . . . .	-	-	23.00	.50	2 T.	{ 8 9	8 9	1 48 54	}	-
Coopers.										
Boston (bench men), . . . . .	-	-	26.50	1½ T.	2 T.	8	8	48	}	3
Boston (first men), . . . . .	-	-	29.50	1½ T.	2 T.	8	8	48		3
Holyoke (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	-
Pittsfield (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-	-
Springfield (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	-
Worcester (bench men), . . . . .	-	-	26.50	1½ T.	2 T.	8	8	48	-	-
Worcester (first men), . . . . .	-	-	29.50	1½ T.	2 T.	8	8	48	-	-
Drivers.										
Boston (depot), . . . . .	-	-	21.00	.60	3.60	{ 8 9	8 9	1 48 54	}	-
Boston (route), . . . . .	-	-	22.00	.60	3.60	{ 8 9	8 9	1 48 54		-
Holyoke (depot), . . . . .	-	-	19.00	.50	2 T.	8	8	48		-
Holyoke (route), . . . . .	-	-	22.00	.50	2 T.	8	8	48		-
Lawrence (depot), <sup>2</sup> . . . . .	-	-	19.00	.50	.50	8	8	48	-	-
Lawrence (route), <sup>2</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-	-
New Bedford, . . . . .	-	-	20.50	.50	.50	9	9	54	-	-
Springfield (depot), . . . . .	-	-	19.00	.50	2 T.	8	8	48	-	-
Springfield (route), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	-
Worcester, . . . . .	-	-	22.00	.50	2 T.	{ 8 9	8 9	1 48 54	}	-
Drivers' Helpers.										
Boston (single or double), . . . . .	-	-	19.00	.60	3.60	{ 8 9	8 9	1 48 54	}	-
Holyoke, . . . . .	-	-	19.00	.50	2 T.	8	8	48		-
Lawrence (single or double), <sup>2</sup> . . . . .	-	-	18.00	.50	.50	8	8	48		-
New Bedford, . . . . .	-	-	18.50	.50	.50	9	9	54		-
Springfield, . . . . .	-	-	19.00	.50	2 T.	8	8	48	-	-
Worcester, . . . . .	-	-	20.50	.50	2 T.	{ 8 9	8 9	1 48 54	}	-
Engineers, Stationary.										
Boston (assistant), . . . . .	-	-	32.00	2 T.	2 T.	8	8	48	-	-
Boston (chief), . . . . .	-	-	40.00	2 T.	2 T.	8	8	48	-	-
Fall River (chief), . . . . .	-	-	30.00	-	-	8	8	48	-	-
Fall River (other), . . . . .	-	-	23.00	.70	.70	8	8	48	-	-
Holyoke, . . . . .	-	-	25.00	-	-	8	8	56	-	-
Lawrence, <sup>2</sup> . . . . .	-	-	28.00	.50	-	8	8	56	-	-
Lawrence (assistant), <sup>2</sup> . . . . .	-	-	26.00	.50	-	8	8	56	-	-
Lowell (chief), . . . . .	-	-	45.00	2 T.	2 T.	8	8	48	-	-
Lowell (assistant), . . . . .	-	-	32.00	2 T.	2 T.	8	8	48	-	-
New Bedford (assistant), . . . . .	-	-	25.25	1½ T.	1½ T.	8	8	48	-	-
New Bedford (chief), . . . . .	-	-	32.50	1½ T.	1½ T.	8	8	48	-	-
Pittsfield, . . . . .	-	-	23.00	.50	-	{ 8 10	8 10	4 56 70	}	-
Springfield, . . . . .	-	-	25.00	-	-	8	8	56		-
Worcester (chief), . . . . .	-	-	45.00	2 T.	-	8	8	54		-
Worcester (other), . . . . .	-	-	32.67	2 T.	-	8	8	56		-

1 For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

2 Same rates apply in Haverhill.

3 On legal holidays and election days, regular rate for full day.

4 For 6 months, 56 hours a week, and for 6 months, 70 hours a week.

5 Rate of \$45 is paid for 6 days' work (48 hours); when called to work on Sunday, no extra pay.

6 Rate of \$32.67 is paid for 7 days' work (56 hours), \$4.67 being paid for Sunday and \$28 for other 6 days.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Brewery Workmen — Con.									
Fermenting Room Men.									
Boston (first men), . . . . .	-	-	\$22.50	\$0.60	<sup>1</sup> \$0.60	8	8	48	-
Boston (other men), . . . . .	-	-	20.50	.60	1.60	8	8	48	-
Fall River (first men), . . . . .	-	-	19.50	.50	.50	8	8	48	-
Fall River (other men), . . . . .	-	-	17.50	.50	.50	8	8	48	-
Holyoke (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Holyoke (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), <sup>2</sup> . . . . .	-	-	22.00	.50	.50	8	8	48	-
Lawrence (other men), <sup>2</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-
Lowell (first men), . . . . .	-	-	23.00	.50	1.50	8	8	48	-
Lowell (other men), . . . . .	-	-	21.00	.50	1.50	8	8	48	-
New Bedford (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men), . . . . .	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-
Pittsfield (other men), . . . . .	-	-	21.00	.50	.50	8	8	48	-
Springfield (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-
Firemen, Stationary.									
Boston, . . . . .	-	-	22.00	-	-	8	8	48	-
Fall River, . . . . .	-	-	18.00	-	-	8	8	56	-
Holyoke, . . . . .	-	-	22.00	-	-	8	8	56	-
Lawrence, <sup>2</sup> . . . . .	-	-	23.00	.50	-	8	8	56	-
Lowell, . . . . .	-	-	23.00	2 T.	2 T.	8	8	48	-
Lowell (helpers), . . . . .	-	-	20.00	2 T.	2 T.	8	8	48	-
Lowell (oilers), . . . . .	-	-	21.25	2 T.	2 T.	8	8	48	-
New Bedford, . . . . .	-	-	19.50	.50	.50	8	8	48	-
Pittsfield, . . . . .	-	-	18.00	.50	-	8	8	56	-
Springfield, . . . . .	-	-	22.00	-	-	8	8	56	-
Worcester, . . . . .	-	-	22.00	.50	Reg.	8	8	48	-
Floormen.									
Boston, . . . . .	-	-	20.50	.60	1.60	8	8	48	-
Springfield, . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
General Workmen.									
Springfield, . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Machinists.									
Boston (outside erecting and constructing), . . . . .	\$0.56½	-	-	-	-	8	8	48	-
Racking Room Men.									
Boston, . . . . .	-	-	20.50	.60	1.60	8	8	48	-
Holyoke, . . . . .	-	-	18.00	.50	2 T.	8	8	48	-
Pittsfield (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-
Springfield (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-
Stablemen.									
Boston (first men), . . . . .	-	-	21.00	.60	3.60	8 9	8 9	48 54	}
Boston (other men), . . . . .	-	-	19.50	.60	3.60	8 9	8 9	48 54	
Holyoke (first men), . . . . .	-	-	21.00	-	-	8	8	56	-
Holyoke (other men), . . . . .	-	-	20.00	-	-	8	8	56	-

<sup>1</sup> On legal holidays and election days, regular rate for full day.<sup>2</sup> Same rates apply in Haverhill.<sup>3</sup> Regular work on Sunday, \$4 a day; on legal holidays and election days, regular rate for full day.<sup>4</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Brewery Workmen — Con.</b>									
<i>Stablemen — Con.</i>									
Lawrence, <sup>1</sup>	-	-	\$19.00	\$0.50	\$0.50	8	8	<sup>2</sup> 52	-
Springfield (first men),	-	-	21.00	-	-	8	8	56	-
Springfield (other men),	-	-	20.00	-	-	8	8	56	-
Worcester (first men),	-	-	21.50	.50	2 T.	8	8	<sup>3</sup> 48	}
Worcester (other men),	-	-	20.50	.50	2 T.	9	9	54	
						8	8	<sup>3</sup> 48	}
						9	9	54	
<i>Washhouse Men.</i>									
Boston (first men),	-	-	22.50	.60	4.60	8	8	48	-
Boston (other men),	-	-	20.50	.60	4.60	8	8	48	-
Fall River (first men),	-	-	19.50	.50	.50	8	8	48	-
Fall River (other men),	-	-	16.50	.50	.50	8	8	48	-
Holyoke (first men),	-	-	22.00	.50	2 T.	8	8	48	-
Holyoke (other men),	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), <sup>1</sup>	-	-	21.00	.50	.50	8	8	48	-
Lawrence (other men), <sup>1</sup>	-	-	19.00	.50	.50	8	8	48	-
Lowell (first men),	-	-	23.00	.50	4.50	8	8	48	-
Lowell (other men),	-	-	20.00	.50	4.50	8	8	48	-
New Bedford (first men),	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men),	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (first men),	-	-	22.00	.50	.50	8	8	48	-
Pittsfield (other men),	-	-	21.00	.50	.50	8	8	48	-
Springfield (first men),	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (other men),	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men),	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (other men),	-	-	21.00	.50	2 T.	8	8	48	-
<i>Watchmen.</i>									
Boston (stable),	-	-	21.00	.60	4.60	8	8	<sup>3</sup> 48	}
Fall River,	-	-	16.50	.50	.50	9	9	54	
Lawrence, <sup>1</sup>	-	-	18.00	.50	-	12	12	<sup>6</sup> 84	-
Lowell,	-	-	23.00	.50	4.50	7-	7-	7-	-
Pittsfield,	-	-	19.00	.50	-	12	12	84	-
Worcester (inside),	-	-	22.00	.50	-	8	8	56	-
Worcester (stable),	-	-	22.00	.50	-	8	8	<sup>8</sup> 56	}
						9	9	63	
<b>Creamery Workers.</b>									
Boston:									
Bottle washers (first three months),	-	-	15.00	Reg.	Reg.	9	9	<sup>9</sup> 63	<sup>9</sup> -
Bottle washers (after three months),	-	-	17.00	Reg.	Reg.	9	9	<sup>9</sup> 63	<sup>9</sup> -
Checkers (first three months),	-	-	17.00	Reg.	Reg.	9	9	<sup>9</sup> 63	<sup>9</sup> -
Checkers (after three months),	-	-	19.00	Reg.	Reg.	9	9	<sup>9</sup> 63	<sup>9</sup> -
Chestmen (first three months),	-	-	16.00	Reg.	Reg.	9	9	<sup>9</sup> 63	<sup>9</sup> -
Chestmen (after three months),	-	-	18.00	Reg.	Reg.	9	9	<sup>9</sup> 63	<sup>9</sup> -

<sup>1</sup> Same rates apply in Haverhill.<sup>2</sup> Six and one-half days.<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.<sup>4</sup> On legal holidays and election days, regular rate for full day.<sup>5</sup> Regular work on Sunday, \$4 a day; on legal holidays and election days, regular rate for full day.<sup>6</sup> Seven nights; one night off each two weeks.<sup>7</sup> Seven nights.<sup>8</sup> For 6 months, 56 hours a week, and for 6 months, 63 hours a week.<sup>9</sup> During 7 months (Oct. 1 to May 1) 1 day off in 15 days, and during other 5 months 1 day off in 21 days.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Creamery Workers — Con.</b>									
<b>Boston — Con.</b>									
Helpers, general (first three months), . . . . .	-	-	\$15.00	Reg.	Reg.	9	9	1 63	1 -
Helpers, general (after three months), . . . . .	-	-	17.00	Reg.	Reg.	9	9	1 63	1 -
Men in charge of departments, . . . . .	-	-	21.00	Reg.	Reg.	9	9	1 63	1 -
Milk tasters (first three months), . . . . .	-	-	18.00	Reg.	Reg.	9	9	1 63	1 -
Milk tasters (after three months), . . . . .	-	-	20.00	Reg.	Reg.	9	9	1 63	1 -
Pasteurizers and separator men (first three months), . . . . .	-	-	18.00	Reg.	Reg.	9	9	1 63	1 -
Pasteurizers and separator men (after three months), . . . . .	-	-	20.00	Reg.	Reg.	9	9	1 63	1 -
<b>Fish Workers.</b>									
<b>Gloucester:</b>									
Fish handlers, . . . . .	\$0.33	\$2.97	17.82	Reg.	1½ T.	9	2 9	2 54	2 5
Fish splitters, . . . . .	.38	3.42	20.52	Reg.	1½ T.	9	2 9	2 54	2 5
On steam trawlers, . . . . .	-	-	\$ 40.00	-	-	4 -	4 -	4 -	-
<b>Meat Cutters and Butcher Workmen.</b>									
<b>Cambridge:</b>									
Gatemen and general employees, . . . . .	.25	2.50	15.00	Reg.	Reg.	10	10	60	-
Sausage makers, . . . . .	-	-	18.00	1½ T.	1½ T.	9	5	50	12
<b>Tobacco Strippers.</b>									
<b>Boston:</b>									
All-round strippers, . . . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
All-round strippers and bookers, . . . . .	-	-	9.00	2 T.	2 T.	8	5	45	12
Binder strippers, . . . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
Binder strippers (machine), . . . . .	-	-	10.00	2 T.	2 T.	8	5	45	12
Wrapper bookers, . . . . .	-	-	10.00	2 T.	2 T.	8	5	45	12
Wrapper bookers and strippers, . . . . .	-	-	9.00	2 T.	2 T.	8	5	45	12
Wrapper strippers, . . . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
Wrapper strippers (machine), . . . . .	-	-	11.00	2 T.	2 T.	8	5	45	12
<b>Springfield:</b>									
All-round strippers and bookers, . . . . .	-	-	\$ 8.00	-	2 T.	8½	5½	48	12
Banders, . . . . .	-	-	\$ 8.00	-	2 T.	8½	5½	48	12
Binder strippers, . . . . .	-	-	\$ 7.00	-	2 T.	8½	5½	48	12
Branders and stampers, . . . . .	-	-	\$ 8.00	-	2 T.	8½	5½	48	12
Machine workers, . . . . .	-	-	\$ 9.00	-	2 T.	8½	5½	48	12
Selectors, . . . . .	-	-	\$ 8.00	-	2 T.	8½	5½	48	12
Wrapper bookers and strippers, . . . . .	-	-	\$ 8.00	-	2 T.	8½	5½	48	12

1 During 7 months (Oct. 1 to May 1) 1 day off in 15 days, and during other 5 months 1 day off in 21 days.

2 Five hours on Saturday, 50 hours a week, during 5 months.

3 Receive \$40 per month and \$7 extra for every 1,000 fish caught.

4 When in port work 9 hours a day, 54 hours a week.

5 Rate was increased \$1 a week on July 9, 1917.



TABLE 4. GARMENT TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Garment Workers. <sup>2</sup>										
Clothing Cutters and Trimmers.										
Boston:										
Cutters, . . . . .	\$0.60	-	3-	1½ T.	1½ T.	$\left\{ \begin{array}{l} 81\frac{1}{2} \\ 8\frac{3}{4} \\ 5 \end{array} \right.$	$\left\{ \begin{array}{l} 4\frac{1}{2} \\ 4\frac{3}{4} \\ 5 \end{array} \right.$	48	12	
Lining cutters, . . . .	-	-	\$19.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 81\frac{1}{2} \\ 8\frac{3}{4} \\ 5 \end{array} \right.$	$\left\{ \begin{array}{l} 4\frac{1}{2} \\ 4\frac{3}{4} \\ 5 \end{array} \right.$	48	12	
Trimmers, junior, . . .	-	-	14.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 81\frac{1}{2} \\ 8\frac{3}{4} \\ 5 \end{array} \right.$	$\left\{ \begin{array}{l} 4\frac{1}{2} \\ 4\frac{3}{4} \\ 5 \end{array} \right.$	48	12	
Trimmers, small, . . .	-	-	16.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 81\frac{1}{2} \\ 8\frac{3}{4} \\ 5 \end{array} \right.$	$\left\{ \begin{array}{l} 4\frac{1}{2} \\ 4\frac{3}{4} \\ 5 \end{array} \right.$	48	12	
Trimming cutters, . . .	-	-	21.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 81\frac{1}{2} \\ 8\frac{3}{4} \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 4\frac{1}{2} \\ 4\frac{3}{4} \\ 4 \end{array} \right.$	49	12	
Coat Makers.										
Boston:										
Coat cutters, . . . . .	-	-	27.00	1½ T.	-	9	4	49	12	
Coat makers, . . . . .	-	-	21.00	Reg.	Reg.	8	8	48	-	
Coat stitchers, sheepskin, .	-	\$3.00	-	-	-	8½	4	46½	12	
Dress Cutters.										
Boston, . . . . .	-	-	25.00	1½ T.	-	9	4	49	12	
Hat and Cap Makers.										
Boston (cloth caps and hats):										
Cap blockers, . . . . .	-	-	18.00	1½ T.	2 T.	9	4	49	12	
Cap cutters (knife), . . .	-	-	22.00	1½ T.	2 T.	9	4	49	12	
Cap cutters (shear), . . .	-	-	18.00	1½ T.	2 T.	9	4	49	12	
Finishers, . . . . .	-	-	$\left\{ \begin{array}{l} 7.00- \\ 9.00 \end{array} \right.$	1½ T.	2 T.	9	4	49	12	
Machine operators, . . . .	-	-	$\left\{ \begin{array}{l} 19.00- \\ 30.00 \end{array} \right.$	1½ T.	2 T.	9	4	49	12	
Boston (hatters), . . . .	.55	-	27.50	-	-	9	5	50	12	
Boston (straw hats):										
Blockers and pressers, . .	-	-	18.00	1½ T.	-	9	8	53	6	
Machine operators, . . . .	-	-	19.00	1½ T.	-	9	8	53	6	
Sizers, . . . . .	-	-	18.00	1½ T.	-	9	8	53	6	
Boston (velvet hats, operators), . . . . .	-	-	15.00	1½ T.	-	9	8	53	6	
Haverhill (finishers), . . .	-	-	$\left\{ \begin{array}{l} 13.00- \\ 15.00 \end{array} \right.$	-	-	-	-	45	-	
Overall Workers.										
Boston:										
Buttonhole workers, experienced, . . . . .	-	-	10.00	-	-	-	-	49	12	
Buttonhole workers, inexperienced, . . . . .	-	-	5.00	-	-	-	-	49	12	
Cutters, . . . . .	-	-	18.00	1½ T.	2 T.	$\left\{ \begin{array}{l} 81\frac{1}{2} \\ 8\frac{3}{4} \\ 5 \end{array} \right.$	$\left\{ \begin{array}{l} 5\frac{1}{2} \\ 5 \\ 5 \end{array} \right.$	48	12	
Floor girls, . . . . .	-	-	7.00	-	-	-	-	49	12	
Stitchers, . . . . .	-	-	5.00	-	-	-	-	49	12	
North Brookfield (cutters), . .	-	-	18.00	1½ T.	2 T.	8½	5½	48	12	
North Brookfield (examiners), .	-	-	11.00	1½ T.	2 T.	8½	5½	48	12	

<sup>1</sup> Rates, when expressed in money, represent rates per hour. Symbols signify as follows: Reg. = Regular time; 1½ T. = Time and one-quarter; 1½ T. = Time and one-half; 2 T. = Double time.

<sup>2</sup> Piece rates prevail extensively in the garment trades and in hat and cap making. The time rates here shown represent the wages of comparatively few workers in these occupations.

<sup>3</sup> In case of emergency a firm may employ one or two cutters at a weekly rate of \$24.

<sup>4</sup> In some establishments work 8½ hours on 4 days and 9 hours on 1 day; in others work 8⅔ hours on 5 days.

<sup>5</sup> Hours when employed; work is seasonal.

<sup>6</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>7</sup> Normal weekly earnings on piece work; no agreement establishing a minimum rate.

TABLE 4. GARMENT TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Garment Workers — Con.</b>										
<i>Pressers.</i>										
Boston:										
Pressers, coat, . . . .	-	-	<sup>1</sup> \$27.00	1½ T.	1½ T.	9	4	49	12	
Pressers, skirt, . . . .	-	-	<sup>1</sup> 25.00	1½ T.	1½ T.	9	4	49	12	
Underpressers, coat, . .	-	-	<sup>1</sup> 23.00	1½ T.	1½ T.	9	4	49	12	
Underpressers, skirt, . .	-	-	<sup>1</sup> 21.00	1½ T.	1½ T.	9	4	49	12	
<i>Skirt Cutters.</i>										
Boston, . . . . .	-	-	25.00	1½ T.	-	9	4	49	12	
<i>Skirt Finishers.</i>										
Boston, . . . . .	-	-	10.00	1½ T.	1½ T.	9	4	49	12	
<i>Skirt Makers.</i>										
Boston (Union A), . . .	-	-	25.00	1½ T.	1½ T.	9	4	49	12	
Boston (Union B), . . .	-	-	18.00	Reg.	Reg.	8	8	<sup>2</sup> 48	-	
<i>Tailors (Bushelmen).</i>										
Brockton:										
Bushelmen and pressmen, first class shops, . .	<sup>3</sup> -	-	16.50	1¼ T.	1½ T.	9	9	54	-	
Bushelmen and pressmen, second class shops, . .	<sup>4</sup> -	-	15.00	1¼ T.	1½ T.	9	9	54	-	
Tailors (new work), first class shops, . . . .	-	-	20.00	1¼ T.	1½ T.	9	9	54	-	
Tailors (new work), second class shops, . . . .	-	-	18.00	1¼ T.	1½ T.	9	9	54	-	
Holyoke (men), . . . .	\$0.27½	\$2.75	16.50	\$0.35	-	10	10	60	-	
Holyoke (women), . . .	-	2.00	12.00	-	-	9	9	54	-	
Lowell (custom shops), .	-	-	16.00	-	-	<sup>5</sup> 9	9	<sup>5</sup> 54	<sup>5</sup> 4	
Lowell (ready-made stores), .	-	-	18.00	-	-	<sup>5</sup> 9	9	<sup>5</sup> 54	<sup>5</sup> 4	
North Adams, . . . . .	-	2.50	15.00	-	-	10	10	60	-	
Northampton, . . . . .	-	-	16.00	.30	-	10	10	60	-	
Pittsfield, . . . . .	-	-	<sup>6</sup> 17.00	-	-	10	10	60	-	
Springfield (bushelmen):										
Custom shops, first class, .	-	-	18.00	Reg.	1½ T.	10	10	60	-	
Custom shops, second class, .	-	-	17.00	Reg.	1½ T.	10	10	60	-	
Ready-made stores (men), .	-	-	18.00	.40	2 T.	9	12	57	-	
Ready-made stores (women), .	-	-	12.00	.40	2 T.	9	9	54	-	
Ready-made stores (foremen), . . . . .	-	-	20.00	.40	2 T.	9	12	57	-	
Ready-made stores (pressmen), . . . . .	-	-	21.00	.40	2 T.	9	12	57	-	
Westfield, . . . . .	-	-	17.50	1½ T.	1½ T.	9	9	54	-	
<i>Waist and Dress Makers.</i>										
Boston:										
Apprentices, . . . . .	-	-	6.00	7 -	8 -	9	4	49	12	
Buttonhole makers, . . .	-	-	11.00	7 -	8 -	9	4	49	12	
Cutters, experienced, . .	-	-	25.00	7 -	8 -	9	4	49	12	
Drapers, . . . . .	-	-	14.00	7 -	8 -	9	4	49	12	

<sup>1</sup> In August, 1917, rates were increased: coat pressers to \$30 a week; skirt pressers to \$27; and all underpressers to \$24 a week.

<sup>2</sup> Hours when employed; work is seasonal.

<sup>3</sup> Bushelmen working on coats, employed in first class shops, receive 33 cents an hour when employed by the hour instead of by the week.

<sup>4</sup> Bushelmen working on coats, employed in second class shops, receive 25 cents an hour, when employed by the hour instead of by the week.

<sup>5</sup> During 3 months, work 5 hours on Thursday, 50 hours a week.

<sup>6</sup> On September 16, 1917, rate was increased to \$18 a week.

<sup>7</sup> No work before 8 A.M. or on Saturday afternoon; other overtime, time and one-half.

<sup>8</sup> No work on Sunday; on holidays, time and one-half.

TABLE 4. GARMENT TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Garment Workers — Con.</b>									
<i>Waist and Dress Makers—Con.</i>									
Boston — Con.									
Examiners, . . . .	-	-	\$9.00	1-	2-	9	4	49	12
Finishers, . . . .	-	-	9.00	1-	2-	9	4	49	12
Ironers, . . . .	-	-	11.00	1-	2-	9	4	49	12
Machine operators, . .	-	-	14.00	1-	2-	9	4	49	12
Pressers, under-, . .	-	-	18.00	1-	2-	9	4	49	12
Pressers, upper-, . .	-	-	22.00	1-	2-	9	4	49	12
Separate skirt makers (sample) who also work on dresses, . . . .	-	-	22.00	1-	2-	9	4	49	12
Trimmers, hand, who also pin on trimmings, . .	-	-	11.00	1-	2-	9	4	49	12
Trimmers, hand (others), .	-	-	10.00	1-	2-	9	4	49	12
<b>Waterproof Garment Workers.</b>									
Boston:									
Buttonhole workers, men, .	-	-	20.00	1½ T.	-	9	5	50	12
Buttonhole workers, women, .	-	-	16.00	1½ T.	-	9	5	50	12
Cutters, . . . .	-	-	25.00	1½ T.	-	9	5	50	12
Finishers, . . . .	-	-	8.00	1½ T.	-	9	5	50	12

<sup>1</sup> No work before 8 A.M. or on Saturday afternoon; other overtime, time and one-half.

<sup>2</sup> No work on Sunday; on holidays, time and one-half.

TABLE 5. METALS AND MACHINERY.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Blacksmiths and Helpers.</b>										
Boston:										
Blacksmiths, . . . . .	\$0.35	\$3.15	\$18.90	2 T.	2 T.	9	2 9	2 54	2 3	
Blacksmiths' helpers, . . .	.30	2.70	16.20	2 T.	2 T.	9	2 9	2 54	2 3	
Blacksmiths (machine), . .	.50	4.50	27.00	1½ T.	1½ T.	9	2 9	2 54	2 3	
Lowell:										
Blacksmiths, . . . . .	.51½	-	-	1½ T.	2 T.	8	8	48	-	
Blacksmiths' helpers, . . .	.36½	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners (first class), . .	.47½	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners (second class), .	.40½	-	-	1½ T.	2 T.	8	8	48	-	
Pittsfield:										
Blacksmiths (foremen), . .	.50	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths (first class), .	.44	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths (second class),	.40	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths' helpers (first class),	.30	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths' helpers (second class),	.28	-	-	1½ T.	2 T.	9	5	50	12	
Welders, . . . . .	.45	-	-	1½ T.	2 T.	9	5	50	12	
Shelburne (cutlery workers),	.30	-	-	Reg.	Reg.	9	3 9	3 54	3 6	
<b>Boilermakers and Helpers.</b>										
Boston:										
Boilermakers (first class), .	{ 4.40- .51 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Boilermakers (second class),	{ 4.35- .41 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Boilermakers' helpers, . . .	{ 4.25- .30 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Calkers, . . . . .	{ 4.40- .45 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Chippers, . . . . .	{ 4.40- .45 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Drillers, . . . . .	{ 4.33- .38 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Holders-on, . . . . .	{ 4.31- .37 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Riveters, . . . . .	{ 4.42- .46 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
Rivet heaters, . . . . .	7.25	-	-	5 -	2 T.	{ 9 9 }	{ 5 5 }	{ 50 50 }	12	
Runners, . . . . .	{ 4.33- .38 }	-	-	5 -	2 T.	{ 8 9 }	{ 4 5 }	{ 6 44 50 }	12	
<b>Can Makers.</b>										
Boston, . . . . .	{ 6.20- .45 }	-	-	1½ T.	1½ T.	9 9	4½	50	12	
<b>Chandelier Makers.</b>										
Boston:										
Apprentices, first year, . .	-	-	9.00	1½ T.	1½ T.	9	5	50	12	
Apprentices, second year, .	-	-	11.00	1½ T.	1½ T.	9	5	50	12	
Apprentices, third year, . .	-	-	13.00	1½ T.	1½ T.	9	5	50	12	

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular time; 1½ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Work 5 hours on Saturday, 50 hours a week, during 3 months.

<sup>3</sup> Work 5 hours on Saturday, 50 hours a week, during 6 months.

<sup>4</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>5</sup> Before 5 P.M., time and one-half; after 5 P.M., double time.

<sup>6</sup> Insidemen work 50 hours a week; outsiders work 44 hours.

<sup>7</sup> Prevailing rate; no agreement establishing a minimum.

<sup>8</sup> Range of rates, according to work done.

<sup>9</sup> One day, 9½ hours.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Chandelier Makers — Con.</b>									
<b>Boston — Con.</b>									
Apprentices, fourth year, . .	-	-	\$18.00	1½ T.	1½ T.	9	5	50	12
Dippers and platers, . . .	-	-	21.00	1½ T.	1½ T.	9	5	50	12
Dippers (plain), . . .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
Lacquerers (plain), . . .	-	-	17.00	1½ T.	1½ T.	9	5	50	12
Lacquerers and bronzers (color experts), . .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
Lathe hands, . . .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
Metal spinners, . . .	-	-	23.00	1½ T.	1½ T.	9	5	50	12
Vise hands (plain filers), . .	-	-	17.00	1½ T.	1½ T.	9	5	50	12
Vise hands (tube benders), .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
<b>Coppersmiths.</b>									
Boston, . . . . .	1 \$0.55	-	26.40	2 T.	2 T.	8	8	48	7
<b>Crucible Workers.</b>									
<b>Taunton:</b>									
Ball makers, . . . . .	.30½	\$2.75	16.50	1½ T.	1½ T.	9	9	54	-
Cellar men, . . . . .	.25	2.25	13.50	1½ T.	1½ T.	9	9	54	-
Finishers, . . . . .	.30½	2.75	16.50	1½ T.	1½ T.	9	9	54	-
Jiggers, . . . . .	.33½	3.00	18.00	1½ T.	1½ T.	9	9	54	-
Shippers, . . . . .	.30½	2.75	16.50	1½ T.	1½ T.	9	9	54	-
Yardmen, . . . . .	.25	2.25	13.50	1½ T.	1½ T.	9	9	54	-
<b>Cutting Die and Cutter Makers.</b>									
<b>Brockton:</b>									
Apprentices, . . . . .	-	-	\$ 7.50	1½ T.	2 T.	8½	4½	48	12
Finishers, . . . . .	-	-	16.50-22.00	1½ T.	2 T.	8½	4½	48	12
Forgers, . . . . .	-	-	21.00-30.00	1½ T.	2 T.	8½	4½	48	12
Grinders, . . . . .	-	-	14.00-21.00	1½ T.	2 T.	8½	4½	48	12
<b>Lowell:</b>									
Finishers, . . . . .	.37	-	-	1½ T.	2 T.	9½	5	52½	12
Foremen, assistant, . . . . .	.40	-	-	1½ T.	2 T.	9½	5	52½	12
Grinders, . . . . .	.32½	-	-	1½ T.	2 T.	9½	5	52½	12
Polishers, . . . . .	.32½	-	-	1½ T.	2 T.	9½	5	52½	12
Reducers, . . . . .	.35	-	-	1½ T.	2 T.	9½	5	52½	12
Roughers-out, . . . . .	.35	-	-	1½ T.	2 T.	9½	5	52½	12
Sorters, head, . . . . .	.37	-	-	1½ T.	2 T.	9½	5	52½	12
Specialists, . . . . .	.34	-	-	1½ T.	2 T.	9½	5	52½	12
<b>Lynn:</b>									
Buzzers, . . . . .	-	-	15.00-17.00	1½ T.	2 T.	8½	4½	48	12
Finishers, . . . . .	-	-	22.00-26.00	1½ T.	2 T.	8½	4½	48	12
Forgers, . . . . .	-	-	25.00-30.00	1½ T.	2 T.	8½	4½	48	12
Grinders, . . . . .	-	-	20.00-23.00	1½ T.	2 T.	8½	4½	48	12
Helpers, . . . . .	-	-	12.00	1½ T.	2 T.	8½	4½	48	12
Marlborough (finishers), . . .	.40	-	19.20	1½ T.	2 T.	8½	4½	48	12
Marlborough (forgers), . . .	.50	-	24.00	1½ T.	2 T.	8½	4½	48	12
Stoneham, . . . . .	-	-	7.50	1½ T.	2 T.	8½	5	48	12

<sup>1</sup> On August 1, 1917, rate was increased to 62½ cents.

<sup>2</sup> During 7 months, work 8½ hours on 5 days, 4½ hours on Saturday; in one establishment, work 8½ hours on 5 days, 4½ hours on Saturday, during entire year; on August 1, 1917, these hours became effective in all establishments for the entire year.

<sup>3</sup> Prevailing rate; no agreement establishing a minimum.

<sup>4</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>5</sup> One day, 9 hours.



TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Die Sinkers and Trimmer Makers.</b>										
Springfield:										
Die sinkers, . . . . .	\$0.55	-	-	1½ T.	2 T.	9	8	53	24	
Helpers, . . . . .	1.33½	-	-	1½ T.	2 T.	9	8	53	24	
Trimmer makers, . . . .	1.45	-	-	1½ T.	2 T.	9	8	53	24	
<b>Electrical Workers.</b>										
Gardner (welders), . . . .	1.20	-	3 -	Reg.	Reg.	10	5	55	12	
Lowell, . . . . .	.47	-	-	1½ T.	2 T.	8	4	44	12	
Lowell (helpers), . . . .	.36	-	-	1½ T.	2 T.	8	4	44	12	
Pittsfield:										
Cable splicers, . . . . .	1.28	\$2.52	-	1½ T.	1½ T.	9	9	54	-	
Cranemen, . . . . .	1.30	2.70	-	1½ T.	1½ T.	9	9	54	-	
Wiremen, . . . . .	1.28	2.52	-	1½ T.	1½ T.	9	9	54	-	
Wiremen's helpers, . . . .	1.22	1.98	-	1½ T.	1½ T.	9	9	54	-	
<b>Firemen, Stationary.</b>										
Lowell:										
Belt fixers, . . . . .	.28	-	-	1½ T.	1½ T.	9	9	54	-	
Belt fixers (foremen), . .	.33	-	-	1½ T.	1½ T.	9	9	54	-	
Coal passers, . . . . .	.27	-	-	-	-	12	12	84	-	
Firemen, . . . . .	.33	-	-	-	-	12	12	84	-	
Oilers, . . . . .	.28	-	-	1½ T.	1½ T.	9	9	54	-	
<b>Foundrymen.</b>										
Gardner (furnace men), . .	1.20	-	3 -	Reg.	Reg.	10	5	55	12	
Taunton:										
Casters, . . . . .	-	2.35	\$14.10	1½ T.	2 T.	9	9	54	-	
Stove craters and grate mounters, . . . . .	-	2.25	13.50	1½ T.	2 T.	9	9	54	-	
Others, <sup>1</sup> . . . . .	-	2.50	15.00	1½ T.	2 T.	9	9	54	-	
<b>Gold Beaters.</b>										
Boston, . . . . .	-	4.00	24.00	-	-	-	-	54	-	
<b>Horseshoers.</b>										
Boston, . . . . .	-	-	\$22.00	-	-	9	8	53	79	
Brockton (firemen), . . . .	-	-	20.00	1½ T.	1½ T.	8	5	45	12	
Brockton (floormen), . . . .	-	-	18.00	1½ T.	1½ T.	8	5	45	12	
Holyoke, . . . . .	-	3.50	21.00	\$0.50	\$0.50	9	8	53	86	
Springfield, . . . . .	-	-	23.00	.75	.75	9	5	50	12	
Worcester, . . . . .	-	-	21.00	.50	.50	9	5	50	12	
<b>Jewelry Workers.</b>										
Boston:										
Diamond setters, . . . . .	.65	5.20	31.20	1½ T.	1½ T.	8	8	48	93	
Jewelry repairers, . . . .	.40	3.20	19.20	1½ T.	1½ T.	8	8	48	93	
Platinum jewelers, . . . .	.65	5.20	31.20	1½ T.	1½ T.	8	8	48	93	

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> Work 5 hours on Saturday, 50 hours a week, during 4 months.<sup>3</sup> When working on piece work weekly earnings average \$18.<sup>4</sup> One day off in each 4 weeks.<sup>5</sup> Includes wareroom men or casting cleaners, cupola tenders, gangway men, and stove shippers.<sup>6</sup> On October 1, 1917, rate was increased to \$24.<sup>7</sup> During 9 months, work 5 hours on Saturday, 50 hours a week.<sup>8</sup> During 6 months, work 5 hours on Saturday, 50 hours a week.<sup>9</sup> During 3 months, work 5 hours on Saturday, 45 hours a week.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Jewelry Workers—Con.									
Boston—Con.									
Polishers, . . . . .	\$0.45	\$3.60	\$21.60	1½ T.	1½ T.	8	18	148	13
Ring makers (first class), . .	.50	4.00	24.00	1½ T.	1½ T.	8	18	148	13
Ring makers (second class) and repairers, . . . . .	.30	2.40	14.40	1½ T.	1½ T.	8	18	148	13
Taunton (jewelry and pearl workers), . . . . .	{ .13 .20 .30	{ 2 1.30 2 2.00 3 3.00	{ 11.00 16.50	1½ T.	-	{ 10 10 10	{ 4 5 5	{ 54 55 55	{ 12 12
Last Makers.									
Beverly (beginners), . . . . .	-	2.00	-	1½ T.	2 T.	9	5	50	12
Beverly (experienced), . . . . .	-	3.50	-	1½ T.	2 T.	9	5	50	12
Machinists.									
Apprentices.									
Brockton, . . . . .	5.16½	1.50	-	1½ T.	2 T.	9	9	54	3
Fall River, . . . . .	-	-	5.50	-	-	9¼	5¼	54	12
Lowell:									
First year, . . . . .	7.19½	-	-	8-	2 T.	8	8	48	-
Second year, . . . . .	7.22	-	-	8-	2 T.	8	8	48	-
Third year, . . . . .	7.24½	-	-	8-	2 T.	8	8	48	-
Lynn, . . . . .	5.16	-	-	-	-	9	5	50	12
Assemblers.									
Brockton, . . . . .	5.33½	3.00	18.00	1½ T.	2 T.	9	9	54	3
Gardner, . . . . .	5.20	-	9-	Reg.	Reg.	10	5	55	12
Lynn, . . . . .	5.30	-	-	-	-	9	5	50	12
Taunton (Union A), . . . . .	.25	2.25	12.38	1½ T.	2 T.	9	4½	49½	12
Bench Hands.									
Gardner, . . . . .	5.20	-	9-	Reg.	Reg.	10	5	55	12
Drill Hands.									
Gardner, . . . . .	5.20	-	9-	Reg.	Reg.	10	5	55	12
Lowell, . . . . .	7.34½	-	-	8-	2 T.	8	8	48	-
Filers.									
Taunton (Union A), . . . . .	.27½	-	-	1½ T.	2 T.	9	4½	49½	12
Gauge Makers.									
Lowell, . . . . .	7.54½	-	-	8-	2 T.	8	8	48	-
Grinder Hands.									
Lowell, . . . . .	7.37	-	-	8-	2 T.	8	8	48	-
Helpers.									
Fall River, . . . . .	-	-	11.50	{ Reg. 1½ T. 1½ T.	-	9¼	5¼	54	12
Quincy, . . . . .	{ 10.34- .40	-	-	1½ T.	2 T.	{ 8 9	{ 8 5	{ 48 50	{ 12

1 During 3 months, work 5 hours on Saturday, 45 hours a week.

2 Includes press-hands, pearl grinders, solderers, bench hands, packers, and drillers.

3 Includes pearl facers, slide pushers, polishers, domers, and jewelry polishers.

4 Includes pearl cutters, pearl borers, pearl carvers, and pearl sawyers.

5 Prevailing rate; no agreement establishing a minimum.

6 During 3 months work 5 hours on Saturday; 50 hours a week.

7 Minimum rate in one establishment; employees on night work receive 10 per cent more than on day work.

8 Time and one-half for first 4 hours; double time thereafter.

9 When working on piece work, weekly earnings range from \$16.50 to \$18.00.

10 Prevailing range of rates; no agreement establishing a minimum rate.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Machinists — Con.</b>										
<i>Helpers — Con.</i>										
Taunton (Union A), . . . . .	\$0.22½	-	-	1½ T.	2 T.	9	4½	49½	12	
Taunton (Union B), . . . . .	1.27	-	-	-	-	9	4½	49½	12	
<i>Lathe Hands.</i>										
Lowell, . . . . .	2.34½	-	-	3 -	2 T.	8	8	48	-	
Lynn, . . . . .	4.30	-	-	-	-	9	5	50	12	
Taunton (Union A), . . . . .	.30	-	-	1½ T.	2 T.	9	4½	49½	12	
<i>Machine Operators.</i>										
Gardner (press operators), . . .	4.20	-	6 -	Reg.	Reg.	10	5	55	12	
Lowell (turret, lathe, and screw), . . . . .	2.39½	-	-	3 -	2 T.	8	8	48	-	
Taunton (Union A), . . . . .	.25	-	-	1½ T.	2 T.	9	4½	49½	12	
<i>Machinists (All-round).</i>										
Ashburnham, . . . . .	4.35	-	-	-	-	8¾	4¼	48	12	
Boston (Union A), . . . . .	.35	\$3.15	\$18.90	1½ T.	1½ T.	9	9	54	-	
Boston (Union B), . . . . .	{ .45 .50 .55	-	-	7 -	2 T.	8¾	4¼	48	12	
Brockton, . . . . .	4.33½	3.00	18.00	1½ T.	2 T.	9	8 9	54	8 3	
Fall River, . . . . .	-	-	15.00	{ Reg. 1¼ T. 1½ T.	-	9¼	5¼	54	12	
Lawrence, . . . . .	-	-	14.75	-	1½ T.	9¾	5¼	54	12	
Lowell (first class), . . . . .	2.51½	-	-	3 -	2 T.	8	8	48	-	
Lowell (second class), . . . . .	2.42½	-	-	3 -	2 T.	8	8	48	-	
Lynn (Union A), . . . . .	4.38	-	-	-	-	9	5	50	12	
Lynn (Union B), . . . . .	4.35	-	-	-	-	9	5	50	12	
New Bedford, . . . . .	.36	-	-	{ 1¼ T. 1½ T.	1½ T.	9¾	5¼	54	12	
Pittsfield, . . . . .	.34	-	-	1½ T.	1½ T.	9	5	50	12	
Quincy, . . . . .	{ 10.48 .53 .45 .50	-	-	1½ T.	2 T.	{ 8 9 8 9	8 5 8 5	48 50 48 50	- 12 - 12	
Springfield, . . . . .	.45	-	-	1½ T.	2 T.	8	8	48	-	
Taunton (Union B), . . . . .	.50	-	-	-	-	9	4½	49½	12	
Waltham, . . . . .	4.34	-	21.00	1½ T.	1½ T.	10	5	55	12	
Worcester, . . . . .	{ 6.35 .39 .45 .50	-	-	11 -	2 T.	9	3	48	12	
	-	4.75	-	-	-	8¾	4¾	48	12	
	-	-	-	-	-	8	8	48	-	
	-	-	-	-	-	8	8	48	-	
	-	-	-	1½ T.	2 T.	9½	5	52½	12	
<i>Planer Hands.</i>										
Lynn, . . . . .	4.35	-	-	-	-	9	5	50	12	
Taunton (Union A), . . . . .	.30	-	-	1½ T.	2 T.	9	4½	49½	12	
<i>Polishers.</i>										
Ashburnham, . . . . .	4.35	-	-	-	-	8¾	4¼	48	12	

<sup>1</sup> Prevailing rate; on October 1, 1917, rate was increased to \$2.45 a day.

<sup>2</sup> Minimum rate in one establishment; employees on night work receive 10 per cent more than on day work.

<sup>3</sup> Time and one-half for first 4 hours; double time thereafter.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> When working on piece work, weekly earnings range from \$16.50 to \$18.00.

<sup>6</sup> Minimum rates in different establishments.

<sup>7</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>8</sup> During 3 months work 5 hours on Saturday; 50 hours a week.

<sup>9</sup> Prevailing weekly earnings range from \$14.75 to \$18.50.

<sup>10</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>11</sup> Before midnight, time and one-half; after midnight, double time.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Machinists — Con.</b>										
<i>Specialists.</i>										
Boston (Union B), . . . . .	\$0.40	-	-	2 -	2 T.	8¾	4¼	48	12	
Lowell (Union A), . . . . .	.43	-	-	4 -	2 T.	8	8	48	-	
Lowell (Union B):	.37	-	-	-	-	-	-	-	-	
Head fixers, . . . . .	.41½	-	-	1½ T.	2 T.	10½ <sup>12</sup>	5½	57½ <sup>12</sup>	12	
First class fixers, . . . . .	.37½	-	-	1½ T.	2 T.	10½ <sup>12</sup>	5½	57½ <sup>12</sup>	12	
Second class fixers, . . . . .	.33½	-	-	1½ T.	2 T.	10½ <sup>12</sup>	5½	57½ <sup>12</sup>	12	
Pittsfield, . . . . .	.30	-	-	1½ T.	1½ T.	9	5	50	12	
Quincy, . . . . .	.35-	-	-	1½ T.	2 T.	8	8	48	-	
Taunton (Union B), . . . . .	.50	-	-	-	-	9	5	50	12	
	.32	-	-	-	-	9	4½	49½	12	
<i>Stamp Cutters.</i>										
Lowell, . . . . .	.54½	-	-	4 -	2 T.	8	8	48	-	
<i>Tool Makers.</i>										
Lowell (first class), . . . . .	.54½	-	-	4 -	2 T.	8	8	48	-	
Lowell (second class), . . . . .	.49½	-	-	4 -	2 T.	8	8	48	-	
Lynn, . . . . .	.40	-	-	-	-	9	5	50	12	
Quincy, . . . . .	.55-	-	-	1½ T.	2 T.	8	8	48	-	
Waltham, . . . . .	.65	-	-	1½ T.	2 T.	9	5	50	12	
	-	-	\$24.00	1½ T.	1½ T.	10	5	55	12	
Worcester, . . . . .	1.50	-	-	7 -	-	8	8	48	-	
	.52½	-	-	7 -	2 T.	8½	4½	48	12	
	.52½	-	-	-	2 T.	9	3	48	12	
	-	\$4.75	-	1½ T.	2 T.	9½	5	52½	12	
<i>Turners.</i>										
Lynn, . . . . .	.32½	-	-	-	-	9	5	50	12	
Taunton, . . . . .	.30	-	-	1½ T.	2 T.	9	4½	49½	12	
<b>Metal Polishers, Buffers, and Platers.</b>										
<i>Apprentices.</i>										
Boston (first year), . . . . .	-	2.00	12.00	1½ T.	2 T.	8½	4½	48	12	
Boston (second year), . . . . .	-	3.00	18.00	1½ T.	2 T.	8½	4½	48	12	
<i>Bed Makers.</i>										
Boston:										
Assemblers, . . . . .	.40	-	-	-	-	10	5	55	12	
Bed makers (brass), . . . . .	-	-	25.00	-	-	10	5	55	12	
Buffers, . . . . .	.35	-	-	-	-	10	5	55	12	
Lacquerers, . . . . .	-	-	20.00	-	-	10	5	55	12	
Polishers, . . . . .	-	-	18.00	-	-	10	5	55	12	
<i>Brass Finishers.</i>										
Boston, . . . . .	.46⅞	3.75	22.50	1½ T.	2 T.	8½	4½	48	12	
<i>Buffers.</i>										
Boston, . . . . .	.46⅞	3.75	22.50	1½ T.	2 T.	8½	4½	48	12	
Taunton, . . . . .	.40	-	21.60	1½ T.	2 T.	9	9	54	-	
Watertown, . . . . .	-	3.75	-	-	-	9	9	54	-	
Westfield, . . . . .	.46	-	-	1½ T.	2 T.	9	9	54	3	
Worcester, . . . . .	-	3.00	-	1½ T.	-	10	5	55	12	

1 Minimum rates in different establishments.

2 Before 10 P.M., time and one-half; after 10 P.M., double time.

3 Minimum rate in one establishment; employees on night work receive 10 per cent more than on day work.

4 Time and one-half for first 4 hours; double time thereafter.

5 Prevailing range of rates; no agreement establishing a minimum rate.

6 Prevailing rate; no agreement establishing a minimum.

7 Before midnight, time and one-half; after midnight, double time.

8 On Oct. 1, 1917, rate was increased 5 per cent.

9 During 3 months, work 5 hours on Saturday 50 hours a week.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
<b>Metal Polishers, Buffers, and Platers — Con.</b>										
<i>Platers.</i>										
Boston, . . . . .	\$0.46 $\frac{7}{8}$	\$3.75	\$22.50	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12	
Taunton, . . . . .	—	<sup>1</sup> 3.75	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Watertown, . . . . .	—	<sup>2</sup> 3.50	—	—	—	9	9	54	—	
Worcester, . . . . .	—	3.00	—	1 $\frac{1}{2}$ T.	—	10	5	55	12	
<i>Polishers.</i>										
Amesbury, . . . . .	1.39	3.50	21.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Ashburnham, . . . . .	1.35	—	—	—	—	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Boston, . . . . .	.46 $\frac{7}{8}$	3.75	22.50	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12	
Northampton, . . . . .	—	<sup>2</sup> 3.25	—	—	—	9	<sup>4</sup> 9	<sup>4</sup> 54	<sup>4</sup> 3	
Orange, . . . . .	{ <sup>5</sup> 2.21 $\frac{1}{2}$ <sup>6</sup> 2.7 $\frac{1}{2}$ }	—	—	—	—	9	9	54	—	
Taunton, . . . . .	—	<sup>1</sup> 3.15	18.90	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Westfield, . . . . .	.646	—	—	1 $\frac{1}{2}$ T.	2 T.	9	<sup>4</sup> 9	<sup>4</sup> 54	<sup>4</sup> 3	
<b>Molders.</b>										
<i>Brass Molders.</i>										
Boston, . . . . .	.50	4.50	27.00	1 $\frac{1}{2}$ T.	2 T.	9	<sup>7</sup> 9	<sup>7</sup> 54	<sup>7</sup> 5	
Holyoke, . . . . .	—	<sup>8</sup> 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Lawrence, . . . . .	.47 $\frac{9}{17}$	—	—	1 $\frac{1}{2}$ T.	2 T.	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Lowell, . . . . .	—	4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Springfield, . . . . .	.44 $\frac{1}{6}$	<sup>8</sup> 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
<i>Coremakers.</i>										
Boston (brass), . . . . .	.50	4.50	27.00	1 $\frac{1}{2}$ T.	2 T.	9	<sup>7</sup> 9	<sup>7</sup> 54	<sup>7</sup> 5	
Boston (iron), . . . . .	—	4.50	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Chicopee, . . . . .	.40	3.60	21.60	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Fall River (iron), . . . . .	—	4.00	24.00	1 $\frac{1}{2}$ T.	—	9	9	54	—	
Fitchburg (iron), . . . . .	—	4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Franklin (iron), . . . . .	—	3.50	21.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Franklin (iron, helpers), . . . . .	—	2.00	12.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Greenfield, . . . . .	.50	4.50	—	Reg.	Reg.	9	5	50	12	
Holyoke (iron), . . . . .	—	<sup>8</sup> 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Lawrence, . . . . .	.47 $\frac{9}{17}$	—	—	1 $\frac{1}{2}$ T.	2 T.	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Lowell, . . . . .	—	4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Newburyport (iron), . . . . .	—	—	25.50	1 $\frac{1}{2}$ T.	2 T.	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Northampton, . . . . .	—	3.25	19.50	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	9	9	54	—	
Norwood, . . . . .	—	4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Orange, . . . . .	—	3.00	—	—	—	9	9	54	—	
Plymouth, . . . . .	—	3.00	18.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Springfield, . . . . .	.44 $\frac{1}{6}$	<sup>8</sup> 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Taunton (iron), . . . . .	—	4.25	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Wakefield, . . . . .	—	<sup>8</sup> 4.00	—	Reg.	—	9	9	54	—	
Waltham, . . . . .	—	<sup>9</sup> 4.25	25.50	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Westfield, . . . . .	—	4.25	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Worcester (iron), . . . . .	—	4.25	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> On Oct. 1, 1917, rate was increased to \$3.75 a day.<sup>3</sup> Prevailing rate; no agreement establishing a minimum; when working on piece work earnings range from \$3 to \$4 a day.<sup>4</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.<sup>5</sup> Prevailing range of rates; no agreement establishing a minimum rate; when working on piece work earnings range from \$16 to \$19.50 a week.<sup>6</sup> On Oct. 1, 1917, rate was increased 5 per cent.<sup>7</sup> During 5 months, work 5 hours on Saturday, 50 hours a week.<sup>8</sup> On August 1, 1917, rate was increased to \$4.25 a day.<sup>9</sup> On August 1, 1917, rate was increased to \$4.50 a day.



TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Molders — Con.									
Iron Molders.									
Boston (bench, floor, and ma- chine), . . . . .	—	\$4.50	—	1½ T.	2 T.	9	9	54	—
Chicopee, . . . . .	\$0.40	3.60	\$21.60	1½ T.	2 T.	9	9	54	—
Fall River, . . . . .	—	4.00	24.00	1½ T.	—	9	9	54	—
Fitchburg, . . . . .	—	4.00	—	1½ T.	2 T.	9	9	54	—
Franklin, . . . . .	—	3.50	21.00	1½ T.	2 T.	9	9	54	—
Gardner, . . . . .	—	13.25	—	1½ T.	—	9	9	54	23
Greenfield, . . . . .	.50	4.50	—	Reg.	Reg.	9	5	50	12
Holyoke, . . . . .	—	4.00	24.00	1½ T.	2 T.	9	9	54	—
Holyoke (helpers), . . . . .	—	2.50	—	1½ T.	2 T.	9	9	54	—
Lawrence, . . . . .	.47½ <sup>17</sup>	—	—	1½ T.	2 T.	9½	6½	54	12
Lowell, . . . . .	—	4.00	—	1½ T.	2 T.	9	9	54	—
Newburyport, . . . . .	—	—	25.50	1½ T.	2 T.	9½	6½	54	12
North Adams, . . . . .	—	3.80	—	—	—	9	9	54	—
Northampton, . . . . .	—	3.50	21.00	1½ T.	1½ T.	9	9	54	—
Norwood, . . . . .	—	4.00	—	1½ T.	2 T.	9	9	54	—
Orange, . . . . .	—	2.75	16.50	—	—	9	9	54	—
Plymouth, . . . . .	—	3.00	18.00	1½ T.	2 T.	9	9	54	—
Springfield, . . . . .	—	4.00	—	1½ T.	2 T.	9	9	54	—
Taunton, . . . . .	—	4.25	—	1½ T.	2 T.	9	9	54	—
Wakefield, . . . . .	—	4.00	—	Reg.	—	9	9	54	—
Waltham, . . . . .	—	4.25	25.50	1½ T.	2 T.	9	9	54	—
Watertown, . . . . .	—	4.25	25.50	1½ T.	2 T.	8½	8½	51	—
Westfield, . . . . .	—	4.25	—	1½ T.	2 T.	9	9	54	—
Westfield (rammers), . . . . .	—	3.25	—	1½ T.	2 T.	9	9	54	—
Worcester, . . . . .	—	4.25	—	1½ T.	2 T.	9	9	54	—
Molders' Helpers.									
Fall River (iron), . . . . .	—	—	13.00	1½ T.	—	9	9	54	—
Norwood (iron), . . . . .	—	4.250	—	—	—	9	9	54	—
Molding Machine Operators.									
Holyoke, . . . . .	—	4.00	24.00	1½ T.	2 T.	9	9	54	—
Lawrence, . . . . .	.33½ <sup>17</sup>	—	—	1½ T.	2 T.	9½	6½	54	12
Lowell, . . . . .	—	4.00	—	1½ T.	2 T.	9	9	54	—
Plymouth, . . . . .	—	3.00	18.00	1½ T.	2 T.	9	9	54	—
Taunton, . . . . .	—	4.25	—	1½ T.	2 T.	9	9	54	—
Westfield, . . . . .	—	3.25	—	1½ T.	2 T.	9	9	54	—
Snaggers.									
Fall River, . . . . .	—	—	13.00	1½ T.	—	9	9	54	—
Franklin, . . . . .	—	2.00	12.00	1½ T.	2 T.	9	9	54	—
Pattern Makers. <sup>8</sup>									
Pittsfield, . . . . .	{ 9.42 .46 }	{ 3.78 4.14 }	—	1¼ T.	—	9	5	50	12
Springfield, . . . . .	10.55	—	26.40	11 —	2 T.	{ 12 8 8½ }	12 8 4½	48 48	12 — 12

<sup>1</sup> Prevailing rate; on July 23, 1917, rate was increased to \$4 a day.

<sup>2</sup> During 3 months, work 8 hours on Saturday, between 5 A.M. and 1 P.M., 53 hours a week.

<sup>3</sup> On August 1, 1917, rate was increased to \$4.25 a day.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> On August 1, 1917, rate was increased to \$4.50 a day.

<sup>6</sup> Prevailing rate when working by the day; usually work on piece basis.

<sup>7</sup> Rate was gradually increased between April 15, 1917, and November 20, 1917, to \$4 a day; on January 1, 1918, rate became \$4.25.

<sup>8</sup> See also on page 100 for rates for wood pattern makers.

<sup>9</sup> Prevailing rates; no agreement establishing a minimum rate.

<sup>10</sup> On September 1, 1917, rate was increased to 60 cents an hour.

<sup>11</sup> Before 10 P.M., time and one-half; after 10 P.M., double time. On October 1, 1917, double time rate for all overtime became effective.

<sup>12</sup> In job shops, work 8 hours a day, 48 hours a week, during entire year; in corporation shops, work 8½ hours a day on 5 days of week and 4½ hours on Saturday during entire year.

TABLE 5. METALS AND MACHINERY — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Plumbers and Steam Fitters.</b>									
Pittsfield:									
Gang bosses, . . . .	\$0.50	-	-	1½ T.	1½ T.	9	5	50	12
Plumbers, . . . .	.37	-	-	1½ T.	1½ T.	9	5	50	12
Sheet metal workers, . .	1.37- .45	-	-	1½ T.	1½ T.	9	5	50	12
Sheet metal workers' helpers, . . . .	1.31- .35	-	-	1½ T.	1½ T.	9	5	50	12
Steam fitters, . . . .	1.35- .45	-	-	1½ T.	1½ T.	9	5	50	12
Steam fitters' helpers, .	2.30 .33	-	-	1½ T.	1½ T.	9	5	50	12
<b>Sheet Metal Workers.</b>									
Springfield (bench workers), .	.40	-	-	1½ T.	2 T.	8¾	4¾	48	12
Springfield (tinsmiths), .	.45	-	-	1½ T.	2 T.	8¾	4¾	48	12
<b>Silver Workers.</b>									
New Bedford, . . . .	.25	-	-	Reg.	Reg.	10	* 9	* 59	* 8
<b>Stove Mounters.</b>									
Taunton, . . . .	.35	-	-	1½ T.	1½ T.	9	9	54	-
Watertown, . . . .	4.35	\$3.15	\$18.90	1½ T.	1½ T.	9	9	54	-
<b>Toolmakers.</b>									
Springfield, . . . .	4.60	-	-	1½ T.	2 T.	8¾	4¾	48	12

<sup>1</sup> Range of rates paid according to ability and length of service.

<sup>2</sup> Rates paid according to length of service.

<sup>3</sup> During 8 months, work 5 hours on Saturday, 55 hours a week.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

TABLE 6. PAPER AND PULP MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Paper Makers.										
Backtenders.										
Fitchburg, . . . . .	-	<sup>2</sup> \$2.47½	\$14.85	Reg.	-	8	8	48	-	
Holyoke:										
Coarse mill, . . . . .	<sup>3</sup> \$0.34¾	-	16.50	-	2 T.	8	8	48	-	
Fine mill, . . . . .	<sup>3</sup> .31½	-	15.00	-	2 T.	8	8	48	-	
Large machine, . . . . .	<sup>3</sup> .37½	-	18.00	-	2 T.	8	8	48	-	
Small machine, . . . . .	<sup>3</sup> .34¾	-	16.50	-	2 T.	8	8	48	-	
Lee, . . . . .	-	-	13.50	Reg.	2 T.	8	8	48	-	
Montague (Union A, coarse mill), . . . . .	.35½	2.86	17.15	Reg.	Reg.	8	8	48	-	
Beatermen.										
Fitchburg, . . . . .	- {	<sup>4</sup> 2.31 } 2.64	-	Reg.	-	8	8	48	-	
Holyoke, . . . . .	<sup>3</sup> .46½	-	22.50	-	2 T.	8	8	48	-	
Lee, . . . . .	-	-	18.00	Reg.	2 T.	8	8	48	-	
Montague (Union A), . . . . .	.39½	3.18	19.09	Reg.	Reg.	8	8	48	-	
Montague (Union B), . . . . .	<sup>2</sup> .41½	3.30	19.80	1½ T.	1½ T.	8	8	48	-	
Beatermen's Helpers.										
Fitchburg, . . . . .	-	{ <sup>4</sup> 1.92½ } 2.29	-	Reg.	-	8	8	48	-	
Holyoke, . . . . .	<sup>3</sup> .28½	-	13.50	-	2 T.	8	8	48	-	
Lee, . . . . .	-	-	12.00	Reg.	2 T.	8	8	48	-	
Calendermen.										
Fitchburg, . . . . .	-	{ <sup>4</sup> 2.31 } 2.67½	-	Reg.	-	8	8	48	-	
Fitchburg (helpers), . . . . .	-	<sup>2</sup> 1.76	-	Reg.	-	8	8	48	-	
Counters.										
Fitchburg, . . . . .	-	<sup>2</sup> 2.42	-	Reg.	-	9	9	54	-	
Holyoke, . . . . .	-	-	<sup>5</sup> 16.50	2 T.	2 T.	9	5	50	12	
Cutters, Paper.										
Fitchburg, . . . . .	-	<sup>2</sup> 1.76	-	Reg.	-	8	8	48	-	
Fitchburg (helpers), . . . . .	-	<sup>2</sup> 1.37½	-	Reg.	-	8	8	48	-	
Holyoke (women), . . . . .	-	-	<sup>5</sup> 11.00	1½ T.	1½ T.	9	5	50	12	
Finishers.										
Fitchburg, . . . . .	-	{ <sup>4</sup> 2.42 } 3.06	-	Reg.	-	9	9	54	-	
Fourth Hands.										
Holyoke, . . . . .	<sup>3</sup> .28½	-	13.50	-	2 T.	8	8	48	-	
Montague (Union A, large machine), . . . . .	.28½	2.28	13.70	Reg.	Reg.	8	8	48	-	
Helpers.										
Holyoke, . . . . .	-	-	<sup>5</sup> 15.00	2 T.	2 T.	9	5	50	12	
Loftmen.										
Holyoke, . . . . .	-	2.50	<sup>5</sup> 13.90	1½ T.	1½ T.	9	5	50	12	
Machine Tenders.										
Fitchburg, . . . . .	-	{ <sup>4</sup> 3.57½ } 3.95	-	Reg.	-	8	8	48	-	

<sup>1</sup> Symbols signify as follows: Reg.=Regular time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> Also receive a 20 per cent bonus which is not included in minimum rate; on October 1, 1917, another bonus was granted.

<sup>4</sup> Prevailing rates in different establishments; no agreement establishing a minimum.

<sup>5</sup> On October 1, 1917, rate was increased.

TABLE 6. PAPER AND PULP MANUFACTURING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Paper Makers — Con.</b>									
<i>Machine Tenders — Con.</i>									
Holyoke:									
Coarse machine, . . .	\$0.50	-	\$24.00	-	2 T.	8	8	48	-
Fine machine, . . .	1.46 $\frac{1}{8}$	-	22.50	-	2 T.	8	8	48	-
Large machine, . . .	1.50	-	24.00	-	2 T.	8	8	48	-
Small machine, . . .	1.46 $\frac{1}{8}$	-	22.50	-	2 T.	8	8	48	-
Lee, . . .	-	-	21.00	Reg.	2 T.	8	8	48	-
Montague (Union A, large machine), . . .	.53	\$4.24	25.44	Reg.	Reg.	8	8	48	-
Montague (Union A, small machine), . . .	.50	4.00	24.00	Reg.	Reg.	8	8	48	-
Montague (Union B), . . .	2.48 $\frac{1}{8}$	3.85	23.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
<i>Platers, Paper.</i>									
Holyoke (men), . . .	-	-	19.80	2 T.	2 T.	9	5	50	12
Holyoke (women), . . .	-	-	<sup>2</sup> 10.80 12.00	2 T.	2 T.	9	5	50	12
<i>Sealers.</i>									
Holyoke, . . .	-	-	<sup>4</sup> 15.00	2 T.	2 T.	9	5	50	12
<i>Shippers.</i>									
Holyoke, . . .	-	-	<sup>4</sup> 18.00	2 T.	2 T.	9	5	50	12
<i>Sorters, Paper.</i>									
Fitchburg (men), . . .	-	<sup>2</sup> 1.32	-	Reg.	-	9	9	54	-
Lee (rag), . . .	-	-	9.00	Reg.	2 T.	8	8	48	-
<i>Stationary Firemen.</i>									
Fitchburg, . . .	-	<sup>2</sup> 3.00	21.00	Reg.	Reg.	8	8	56	-
Holyoke, . . .	-	<sup>4</sup> 3.60	25.20	-	-	8	8	56	-
<i>Third Hands.</i>									
Fitchburg, . . .	-	<sup>2</sup> 1.92 $\frac{1}{2}$	-	Reg.	-	8	8	48	-
Holyoke (large machine), . . .	1.31 $\frac{1}{4}$	-	15.00	-	2 T.	8	8	48	-
Holyoke (small machine), . . .	1.28 $\frac{1}{2}$	-	-	-	2 T.	8	8	48	-
Lee, . . .	-	-	12.00	Reg.	2 T.	8	8	48	-
Montague (Union A, large machine), . . .	.34 $\frac{2}{3}$	2.77	16.65	Reg.	Reg.	8	8	48	-
Montague (Union A, small machine), . . .	.30 $\frac{3}{4}$	2.45	14.70	Reg.	Reg.	8	8	48	-
<i>Tyers.</i>									
Holyoke, . . .	-	-	<sup>4</sup> 15.00	2 T.	2 T.	9	5	50	12
<i>Washermen.</i>									
Fitchburg, . . .	-	<sup>2</sup> 2.31	-	Reg.	-	8	8	48	-
Holyoke, . . .	1.31 $\frac{1}{4}$	-	15.00	-	2 T.	8	8	48	-
Lee, . . .	-	-	16.50	Reg.	2 T.	8	8	48	-
<b>Pulp, Sulphite, and Paper Mill Workers.</b>									
Northampton:									
Acid makers, . . .	-	<sup>5</sup> 2.85	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Acid testers, . . .	-	<sup>5</sup> 1.50	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Blacksmiths, . . .	-	<sup>5</sup> 3.15	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	9	9	54	-

<sup>1</sup> Also receive a 20 per cent bonus which is not included in minimum rate; on October 1, 1917, another bonus was granted.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> Smaller rate is paid when 3 girls work at a table; larger rate when 2 girls work at a table.

<sup>4</sup> On October 1, 1917, rate was increased.

<sup>5</sup> On September 1, 1917, rate was increased 60 cents a day.

TABLE 6. PAPER AND PULP MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Pulp, Sulphite, and Paper Mill Workers — Con.</b>									
Northampton — Con.									
Blacksmiths' helpers, . . . . .	-	<sup>1</sup> \$2.40	-	1½ T.	1½ T.	9	9	54	-
Bleachers, . . . . .	-	12.65	-	1½ T.	1½ T.	8	8	48	-
Bleach mixers, . . . . .	-	12.40	-	1½ T.	1½ T.	8	8	48	-
Blow-pit men, . . . . .	-	12.55	-	1½ T.	1½ T.	8	8	48	-
Carrier men, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Chipper men, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Coal handlers, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Cooks, . . . . .	-	13.35	-	1½ T.	1½ T.	8	8	48	-
Cooks' helpers, . . . . .	-	12.45	-	1½ T.	1½ T.	8	8	48	-
Oilers, . . . . .	-	12.65	-	1½ T.	1½ T.	9	9	54	-
Pressmen, head, . . . . .	-	12.85	-	1½ T.	1½ T.	8	8	48	-
Pressmen, . . . . .	-	12.55	-	1½ T.	1½ T.	8	8	48	-
Pulp loaders, . . . . .	-	12.60	-	1½ T.	1½ T.	8	8	48	-
Pulp loaders' helpers, . . . . .	-	12.40	-	1½ T.	1½ T.	8	8	48	-
Screen men, . . . . .	-	12.65	-	1½ T.	1½ T.	8	8	48	-
Steamfitters (assistant), . . . . .	-	13.15	-	1½ T.	1½ T.	9	9	54	-
Steamfitters (foremen), . . . . .	-	13.90	-	1½ T.	1½ T.	9	9	54	-
Steamfitters' helpers, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Store room men, . . . . .	-	12.45	-	1½ T.	1½ T.	9	9	54	-
Teamsters, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Wood loaders, . . . . .	-	12.50	-	1½ T.	1½ T.	9	9	54	-
		12.40	-	1½ T.	1½ T.	9	9	54	-

<sup>1</sup> On September 1, 1917, rate was increased 60 cents a day.



TABLE 7. PRINTING AND ALLIED TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bookbinders.</b>									
<i>Backing Machine Operators.</i>									
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Banders, Head, and Liners.<sup>2</sup></i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Banders, Head (Women).</i>									
Boston, . . . . .	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
<i>Board Cutters.</i>									
Boston, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	16.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Bookbinders, General (Women).</i>									
Boston, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
<i>Book Pastors.</i>									
Cambridge, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Book Repairers.</i>									
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge (women), . . . . .	-	-	12.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood (women), . . . . .	-	-	10.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Book Trimmers.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Bundle Machine Operators.</i>									
Cambridge, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Casers-in, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Casers-in, Machine.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Case or Cover Makers, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Case or Cover Makers, Head (Women).</i>									
Boston, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	³.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.= Regular rate; 1½ T.=Time and one-third; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Hand work; same work on machine is done by book lining machine operators.

<sup>3</sup> On October 1, 1917, rate was increased to 23 cents an hour.

<sup>4</sup> Minimum rate established by one concern.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Bookbinders — Con.									
Case or Cover Makers, Machine.									
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (Sheridan), . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (Sheridan), . . . . .	-	-	25.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12
Cutting Machine Operators.									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
Examiners, Books.									
Cambridge (women), . . . . .	-	-	11.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood (women), . . . . .	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
Examiners, Sheets.									
Cambridge (women), . . . . .	-	-	11.00	1½ T.	2 T.	8¾	4¼	48	12
Finishers.									
Boston, . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12
Floormen.									
Cambridge, . . . . .	-	-	15.00	1½ T.	2 T.	8¾	4¼	48	12
Folding Machine Operators.									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (assistant), . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood (assistant), . . . . .	-	-	17.00	1½ T.	2 T.	8¾	4¼	48	12
Folding Machine Operators, End Paper (Women).									
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Forwarders.									
Boston (extra blank), . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (printed book), . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (stock blank), . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (printed book), . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Gathering Machine Operators.									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (head), . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (assistant), . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
Gluing-off Machine Operators.									
Boston, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12
Gold Layers (Women).									
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	11.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Gold Leaf Laying Machine Operators (Women).									
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12

1 Minimum rate established by one concern.

2 On October 1, 1917, rate was increased to 23 cents an hour.

3 On October 1, 1917, rate was increased to 24 cents an hour.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bookbinders — Con.</b>										
<i>Leather Back Gluers.</i>										
Cambridge (women), . . . .	-	-	<sup>1</sup> \$12.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Pagers and Numberers (Women).</i>										
Boston, . . . . .	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
<i>Pasting Machine Operators, End Blank (Women).</i>										
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
<i>Pressmen.<sup>4</sup></i>										
Norwood, . . . . .	-	-	16.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Rounders and Backers.<sup>5</sup></i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Sewers, Hand (Women).</i>										
Boston, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
<i>Sheet Stock Cutters.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Sheet Stock Handlers.</i>										
Cambridge, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood (assistant), . . . .	-	-	16.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Smashers and Sawyers.</i>										
Cambridge (smashers), . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood (smashers), . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Stampers and Inkers.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Stock Cutters.</i>										
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Tape Sewing Machine Operators.</i>										
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Tape Sewing Machine Operators (Women).</i>										
Boston, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12	

<sup>1</sup> Minimum rate established by one concern.<sup>2</sup> On October 1, 1917, rate was increased to 23 cents an hour.<sup>3</sup> On October 1, 1917, rate was increased to 24 cents an hour.<sup>4</sup> Casers-in on presses and pressers are same as pressmen.<sup>5</sup> Hand work; same work on machine is done by backing machine operators.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Bookbinders — Con.</b>									
<i>Trimmer Operators.</i>									
Cambridge (continuous), . . .	-	-	\$24.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge (assistant, con- tinuous), . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood (continuous), . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
<b>Compositors.</b>									
<i>Admen.<sup>1</sup></i>									
Brockton (newspaper), <sup>2</sup> . . .	-	-	24.00	3 -	2 T.	8	8	48	-
Fitchburg (newspaper, day), <sup>4</sup> . . .	-	-	20.00	1½ T.	1½ T.	8	8	48	-
Fitchburg (newspaper, night), <sup>4</sup> . . .	-	-	21.00	1½ T.	1½ T.	8	8	48	-
Haverhill (newspaper, day), <sup>5</sup> . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-
Haverhill (newspaper, night), <sup>5</sup> . . .	-	-	21.00	1½ T.	2 T.	8	8	48	-
Leominster (newspaper, day), <sup>4</sup> . . .	-	-	20.00	1½ T.	1½ T.	8	8	48	-
Leominster (newspaper, night), <sup>4</sup> . . .	-	-	21.00	1½ T.	1½ T.	8	8	48	-
Lynn (newspaper, day), <sup>2</sup> . . .	-	-	23.00	1½ T.	2 T.	7	6	41	-
Lynn (newspaper, night), <sup>2</sup> . . .	-	-	26.00	1½ T.	2 T.	7	6	41	-
Newburyport (newspaper), <sup>4</sup> . . .	-	-	16.00	1½ T.	2 T.	8	8	48	-
Springfield (newspaper, day), <sup>8</sup> . . .	-	-	21.50	9 -	9 -	8	8	48	-
Springfield (newspaper, night), <sup>8</sup> . . .	-	-	25.00	9 -	9 -	8	8	48	-
Worcester (newspaper, day), <sup>10</sup> . . .	-	-	23.00	1½ T.	12 -	8	8	48	-
Worcester (newspaper, night), <sup>10</sup> . . .	-	-	26.00	1½ T.	12 -	8	8	48	-
<i>Apprentices.</i>									
Boston (newspaper):									
Third year, day, . . .	-	-	15.00	-	-	7	7	42	-
Third year, night, . . .	-	-	16.00	-	-	7	7	42	-
Fourth year, day, . . .	-	-	18.00	-	-	7	7	42	-
Fourth year, night, . . .	-	-	19.00	-	-	7	7	42	-
Fifth year, day, . . .	-	-	21.00	-	-	7	7	42	-
Fifth year, night, . . .	-	-	22.00	-	-	7	7	42	-
Boston (book and job):									
Third year (first six months), . . .	-	-	10.00	-	-	8	8	48	13 -
Third year (second six months), . . .	-	-	11.00	-	-	8	8	48	13 -
Fourth year (first six months), . . .	-	-	12.00	-	-	8	8	48	13 -
Fourth year (second six months), . . .	-	-	14.00	-	-	8	8	48	13 -
Fifth year (first six months), . . .	-	-	16.00	-	-	8	8	48	13 -
Fifth year (second six months), . . .	-	-	18.00	-	-	8	8	48	13 -

<sup>1</sup> See also notes under Newspaper Compositors on page 64.<sup>2</sup> Bankmen, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.<sup>3</sup> Before midnight time and one-half; after midnight double time.<sup>4</sup> All newspaper floormen receive same rate of wages and work same hours.<sup>5</sup> Bankmen, monotype operators, and copy cutters receive same rate of wages and work same hours.<sup>6</sup> In some cases do not work on Monday; make up time on the other 5 days.<sup>7</sup> On July 24, 1917, rate was increased \$1 a week.<sup>8</sup> Floormen, casters, monotype operators, proof-readers, and make-ups receive same rate of wages and work same hours.<sup>9</sup> Regular rate plus 10 cents an hour.<sup>10</sup> Bankmen, foremen, machinists, copy cutters, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.<sup>11</sup> On September 1, 1917, rate was increased 50 cents a week.<sup>12</sup> Time and one-third, except double time on Sundays.<sup>13</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME			DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays		Monday to Friday	Saturday		
<b>Compositors — Con.</b>										
<i>Apprentices — Con.</i>										
Brockton (newspaper, fourth year), . . . . .	-	-	\$16.00	-	-		8	8	48	-
Brockton (book and job, fourth year), . . . . .	-	-	12.66	-	-		8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12
Fall River (newspaper, day):										
Third year, . . . . .	-	-	9.00	1-	2 T.		8	8	48	2-
Fourth year, . . . . .	-	-	12.00	1-	2 T.		8	8	48	2-
Fifth year, . . . . .	-	-	15.00	1-	2 T.		8	8	48	2-
Fitchburg:										
Third year (first six months), . . . . .	-	-	9.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Third year (second six months), . . . . .	-	-	11.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Fourth year (first six months), . . . . .	-	-	13.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Fourth year (second six months), . . . . .	-	-	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Fifth year, . . . . .	-	-	17.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Haverhill (book and job):										
First year, . . . . .	-	-	6.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	3-
Second year, . . . . .	-	-	9.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	3-
Third year, . . . . .	-	-	11.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	3-
Fourth year, . . . . .	-	-	13.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	3-
Holyoke (newspaper, third year), . . . . .	-	-	12.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Holyoke (newspaper, fourth and fifth years), . . . . .	-	-	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Leominster:										
Third year (first six months), . . . . .	-	-	9.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Third year (second six months), . . . . .	-	-	11.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Fourth year (first six months), . . . . .	-	-	13.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Fourth year (second six months), . . . . .	-	-	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Fifth year, . . . . .	-	-	17.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.		8	8	48	-
Lowell (third year):										
Book and job, . . . . .	-	-	7.00	4-	2 T.		8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12
Newspaper, day, . . . . .	-	-	7.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	-
Newspaper, night, . . . . .	-	-	8.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	-
Lowell (fourth year):										
Book and job, . . . . .	-	-	12.00	4-	2 T.		8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12
Newspaper, day, . . . . .	-	-	12.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	-
Newspaper, night, . . . . .	-	-	14.00	1 $\frac{1}{2}$ T.	2 T.		8	8	48	-
Lynn (newspaper):										
First year, . . . . .	-	-	5 6.00	1 $\frac{1}{2}$ T.	2 T.		7	6	41	-
Second year, . . . . .	-	-	5 7.00	1 $\frac{1}{2}$ T.	2 T.		7	6	41	-
Third year, . . . . .	-	-	5 9.00	1 $\frac{1}{2}$ T.	2 T.		7	6	41	-
Fourth year, . . . . .	-	-	5 12.00	1 $\frac{1}{2}$ T.	2 T.		7	6	41	-
Fifth year, . . . . .	-	-	5 15.00	1 $\frac{1}{2}$ T.	2 T.		7	6	41	-
Springfield (third year):										
Book and job, . . . . .	-	-	8.00	-	-		8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Newspaper, day, . . . . .	-	-	8.00	-	-		8	8	48	-
Newspaper, night, . . . . .	-	-	9.00	-	-		8	8	48	-
Springfield (fourth year):										
Book and job, . . . . .	-	-	11.00	-	-		8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Newspaper, day, . . . . .	-	-	11.00	-	-		8	8	48	-
Newspaper, night, . . . . .	-	-	12.00	-	-		8	8	48	-

<sup>1</sup> Time and one-half for first 6 hours; double time thereafter.

<sup>2</sup> In some cases have Saturday half-holiday; make up time on the other 5 days.

<sup>3</sup> In some cases do not work on Monday; make up time on the other 5 days.

<sup>4</sup> Before midnight time and one-half; after midnight double time.

<sup>5</sup> On July 24, 1917, rate was increased \$1 a week.



TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Compositors — Con.										
Apprentices — Con.										
Springfield (fifth year):										
Book and job, . . . . .	-	-	\$15.00	-	-	8¾	4¼	48	12	
Newspaper, day, . . . . .	-	-	15.00	-	-	8	8	48	-	
Newspaper, night, . . . . .	-	-	16.00	-	-	8	8	48	-	
Taunton (book and job):										
First year, . . . . .	-	-	4.00	1½ T.	2 T.	8	8	48	14	
Second year, . . . . .	-	-	6.00	1½ T.	2 T.	8	8	48	14	
Third year, . . . . .	-	-	8.00	1½ T.	2 T.	8	8	48	14	
Fourth year, . . . . .	-	-	10.00	1½ T.	2 T.	8	8	48	14	
Fifth year, . . . . .	-	-	12.00	1½ T.	2 T.	8	8	48	14	
Taunton (newspaper):										
First year, . . . . .	-	-	4.00	1½ T.	2 T.	8	6	46	2 12	
Second year, . . . . .	-	-	6.00	1½ T.	2 T.	8	6	46	2 12	
Third year, . . . . .	-	-	8.00	1½ T.	2 T.	8	6	46	2 12	
Fourth year, . . . . .	-	-	12.00	1½ T.	2 T.	8	6	46	2 12	
Fifth year, . . . . .	-	-	15.00	1½ T.	2 T.	8	6	46	2 12	
Worcester (newspaper, day or night):										
After two years, . . . . .	-	-	9.00	1½ T.	3 -	8	8	48	-	
After two years, six months, . . . . .	-	-	12.00	1½ T.	3 -	8	8	48	-	
After three years, . . . . .	-	-	15.00	1½ T.	3 -	8	8	48	-	
After three years, six months, . . . . .	-	-	18.00	1½ T.	3 -	8	8	48	-	
After four years, . . . . .	-	-	19.50	1½ T.	3 -	8	8	48	-	
After four years, six months, . . . . .	-	-	21.00	1½ T.	3 -	8	8	48	-	
Machine operators, first three months, . . . . .	-	-	15.00	1½ T.	3 -	8	8	48	-	
Machine operators, second three months, . . . . .	-	-	18.00	1½ T.	3 -	8	8	48	-	
Bankmen. <sup>4</sup>										
Book and Job Compositors.										
Boston (day), <sup>5</sup> . . . . .	-	-	22.00	6 -	2 T.	8	8	48	7 -	
Boston (night), <sup>5</sup> . . . . .	-	-	26.50	8 -	8 -	-	-	42	-	
Brockton (day), <sup>6</sup> . . . . .	-	-	19.00	6 -	2 T.	8¾	4¾	48	12	
Fall River (day), . . . . .	-	-	18.00	9 -	2 T.	8	8	48	7 -	
Fitchburg (day), . . . . .	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Framingham (day), . . . . .	-	-	19.35	1½ T.	2 T.	8¾	4¼	48	12	
Greenfield (day), . . . . .	-	-	14.00	1½ T.	2 T.	8	8	48	-	
Haverhill (day), <sup>8</sup> . . . . .	-	-	18.00	1½ T.	2 T.	10 8	8	48	10 -	
Holyoke, <sup>5</sup> . . . . .	-	-	19.00	1½ T.	2 T.	8½	3½	48	12	
Hudson, . . . . .	\$0.35	-	-	1½ T.	1½ T.	8	4	44	12	
Lawrence (day), <sup>11</sup> . . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Leominster (day), . . . . .	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Lowell (day), <sup>11</sup> . . . . .	-	-	20.00	6 -	2 T.	8¾	4¾	48	12	
Lynn (day), . . . . .	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Marlborough (day), . . . . .	.35	-	-	1½ T.	1½ T.	8	4	44	12	

<sup>1</sup> During 4 months work 8¾ hours on 5 days and 4¼ hours on Saturday.<sup>2</sup> Work short day (6 hours) on Saturday.<sup>3</sup> Time and one-third, except double time on Sundays.<sup>4</sup> See notes under Admen on page 59 and under Newspaper Compositors on page 64.<sup>5</sup> Same rates of wages and same hours apply to all journeymen employed in composing room except linotype machine operators and machine tenders.<sup>6</sup> Before midnight time and one-half; after midnight double time.<sup>7</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.<sup>8</sup> Time and one-half for first 5 hours; double time thereafter.<sup>9</sup> Time and one-half for first 6 hours; double time thereafter.<sup>10</sup> In some cases do not work on Monday; make up time on the other 5 days.<sup>11</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
Compositors — Con.									
Book and Job Compositors — Con.									
New Bedford, <sup>1</sup> . . . . .	-	-	\$19.00	1½ T.	2 T.	{ 8 8½	8 5½	48 48	} 2 - 12
Newburyport, . . . . .	-	-	16.00	1½ T.	2 T.	8½	4½	48	
North Adams (day), <sup>3</sup> . . . . .	-	-	17.00	1½ T.	2 T.	8	8	48	4 3
Northampton, <sup>1</sup> . . . . .	-	-	15.00	1½ T.	2 T.	8½	5½	48	12
Pittsfield (day), <sup>1</sup> . . . . .	-	-	17.00	1½ T.	2 T.	8	5½	45½	12
Springfield (day), <sup>5</sup> . . . . .	-	-	20.00	6 -	2 T.	8¾	4¼	48	12
Taunton (day), . . . . .	-	-	15.00	1½ T.	2 T.	8	8	48	7 4
Waltham, . . . . .	-	-	20.00	1½ T.	2 T.	8½	4½	48	12
Worcester (day), <sup>5</sup> . . . . .	-	-	16.50	1½ T.	{ 1½ T. 2 T.	8	8	48	-
Worcester (foreign languages),	-	-	{ 17.50 21.00	1½ T.	2 T.	8	8	48	-
Copy Cutters. <sup>9</sup>									
Foremen.									
Boston (newspaper, day), . . . . .	\$0.68	-	-	\$0.87	10 \$0.87	7 <sup>8</sup>	7	42	-
Brockton (book and job), . . . . .	-	-	21.00	6 -	2 T.	8½	4½	48	12
Fall River (book and job, day), . . . . .	-	-	20.00	11 -	2 T.	8	8	48	12 -
Fall River (newspaper, day), . . . . .	-	-	25.00	11 -	2 T.	8	8	48	13 -
Fitchburg (day), . . . . .	-	-	23.00	1½ T.	1½ T.	8	8	48	-
Fitchburg (night), . . . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	-
Leominster (day), . . . . .	-	-	23.00	1½ T.	1½ T.	8	8	48	-
Leominster (night), . . . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	-
Lynn (newspaper, day), . . . . .	-	-	14 25.00	1½ T.	2 T.	7	6	41	-
Lynn (newspaper, assistant), . . . . .	-	-	15 23.00	1½ T.	2 T.	7	6	41	-
New Bedford (book and job, day), . . . . .	}	-	21.00	1½ T.	2 T.	{ 8 8½	8 5½	48 48	} 2 - 4 3
North Adams (book and job), . . . . .		-	20.00	1½ T.	2 T.	8	8	48	
North Adams (newspaper), . . . . .		-	22.00	1½ T.	2 T.	8	8	48	
Taunton (newspaper, day), . . . . .		-	22.00	1½ T.	2 T.	10 8	6	16 46	
Machine Operators, Linotype. <sup>9</sup>									
Boston (book and job):									
Operators, day, . . . . .	-	-	24.00	6 -	2 T.	8	8	48	12 -
Operators, night, . . . . .	-	-	26.50	18 -	18 -	-	-	42	-
Apprentices (first ten weeks), . . . . .	-	-	15.00	-	-	8	8	48	12 -
Apprentices (next five weeks), . . . . .	-	-	18.00	-	-	8	8	48	12 -

<sup>1</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

<sup>2</sup> In some cases have Saturday half-holiday during entire year; in others, during 3 months, when 8½ hours is worked on first 5 days of week.

<sup>3</sup> Monotype machine operators (day) and stone men receive same rate of wages and work same hours.

<sup>4</sup> During 3 months work 8½ hours on 5 days and 5½ hours on Saturday.

<sup>5</sup> Stone men and proof-readers receive same rate of wages and work same hours.

<sup>6</sup> Before midnight time and one-half; after midnight double time.

<sup>7</sup> During 4 months work 8¾ hours on 5 days and 4¼ hours on Saturday.

<sup>8</sup> Smaller rate is paid in job shops and weekly foreign language papers; larger rate in job shops and daily foreign language papers.

<sup>9</sup> See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.

<sup>10</sup> Double time for Sunday, when preceded or followed by a night's work.

<sup>11</sup> Time and one-half for first 6 hours; double time thereafter.

<sup>12</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

<sup>13</sup> In some cases have Saturday half-holiday; make up time on the other 5 days.

<sup>14</sup> On July 24, 1917, rate was increased to \$30 a week.

<sup>15</sup> On July 24, 1917, rate was increased to \$25 a week.

<sup>16</sup> Night work, 7 hours.

<sup>17</sup> Work short day (6 hours) on Saturday.

<sup>18</sup> Time and one-half for first 5 hours; double time thereafter.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Compositors — Con.										
Machine Operators, Linotype — Con.										
Fall River (day), . . . . .	-	-	\$22.00	1 -	2 T.	8	8	48	2 -	
Fall River (night), . . . . .	-	-	25.00	1 -	2 T.	7	7	42	-	
Fitchburg (day), <sup>3</sup> . . . . .	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (night), <sup>3</sup> . . . . .	-	-	22.00	1½ T.	1½ T.	8	8	48	-	
Haverhill (newspaper, day), <sup>3</sup> . . . . .	-	-	20.00	1½ T.	2 T.	4 8	8	48	4 -	
Haverhill (newspaper, night), <sup>3</sup> . . . . .	-	-	23.00	1½ T.	2 T.	4 8	8	48	4 -	
Holyoke (book and job), <sup>5</sup> . . . . .	-	-	22.00	1½ T.	2 T.	8½	3½	48	12	
Holyoke (newspaper, day), <sup>5</sup> . . . . .	-	-	22.00	1½ T.	2 T.	8	8	48	-	
Holyoke (newspaper, night), <sup>5</sup> . . . . .	-	-	26.00	1½ T.	2 T.	-	-	45	-	
Leominster (newspaper, day), <sup>3</sup> . . . . .	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Leominster (newspaper, night), <sup>3</sup> . . . . .	-	-	22.00	1½ T.	1½ T.	8	8	48	-	
Lynn (book and job), . . . . .	-	-	24.00	1½ T.	2 T.	8	8	48	-	
Lynn (newspaper, day), <sup>6</sup> . . . . .	-	-	23.00	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper, night), <sup>6</sup> . . . . .	-	-	26.00	1½ T.	2 T.	7	6	41	-	
North Adams (day), . . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Pittsfield, <sup>6</sup> . . . . .	-	-	17.00	1½ T.	2 T.	8 -	6½	48	9 12	
Springfield:										
Book and job, day, . . . . .	-	-	21.50	10 -	2 T.	8¾	4¼	48	12	
Newspaper, day, . . . . .	-	-	21.50	1½ T.	1½ T.	-	-	45	-	
Newspaper, night, . . . . .	-	-	25.00	1½ T.	1½ T.	-	-	45	-	
Apprentices, newspaper, first sixteen weeks, <sup>11</sup> . . . . .	-	-	15.00	1½ T.	1½ T.	-	-	11 45	-	
Taunton (newspaper, day), <sup>6</sup> . . . . .	-	-	21.00	1½ T.	2 T.	12 8	6	12 46	13 12	
Worcester (foreign languages), . . . . .	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Machine Operators, Monotype. <sup>14</sup>										
Machinists. <sup>15</sup>										
Boston (linotype, book and job, day), . . . . .	-	-	24.00	10 -	2 T.	8	8	48	2 -	
Brockton (newspaper), . . . . .	-	-	25.00	10 -	2 T.	8	8	48	-	
Fitchburg (day), . . . . .	-	-	23.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (night), . . . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	-	
Holyoke (book and job), . . . . .	-	-	23.00	1½ T.	2 T.	8½	3½	48	12	
Holyoke (newspaper, day), . . . . .	-	-	23.00	1½ T.	2 T.	8	8	48	-	
Holyoke (newspaper, night), . . . . .	-	-	27.00	1½ T.	2 T.	-	-	45	-	
Leominster (day), . . . . .	-	-	23.00	1½ T.	1½ T.	8	8	48	-	
Leominster (night), . . . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	-	
Lynn (newspaper, day), . . . . .	-	-	23.50	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper assistant), . . . . .	-	-	19.00	1½ T.	2 T.	7	6	41	-	
Springfield (book and job, day), . . . . .	-	-	25.00	10 -	2 T.	8¾	4¼	48	12	

1 Time and one-half for first 6 hours; double time thereafter.

2 In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

3 Machinists receive same rate of wages and work same hours.

4 In some cases do not work on Monday; make up time on the other 5 days.

5 Machinists and monotype operators receive same rate of wages and work same hours.

6 Monotype operators receive same rate of wages and work same hours.

7 On July 24, 1917, rate was increased \$1 a week.

8 Work 8 hours on 3 days, 8½ hours one day, and 9 hours one day.

9 Work shorter day (6½ hours) on Saturday during entire year.

10 Before midnight, time and one-half; after midnight, double time.

11 Apprentices working on monotype machines receive same rate of wages, but work 48 hours a week.

12 Night work, 7 hours.

13 Work short day (6 hours) on Saturday.

14 See notes under Admen on page 59; Book and Job Compositors on page 61; Linotype Operators on page 62; and Newspaper Compositors on page 64.

15 See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Compositors — Con.									
Machinists — Con.									
Springfield (assistant, book and job, day),	-	-	\$22.00	1 -	2 T.	8¾	4¼	48	12
Springfield (newspaper, day),	-	-	25.00	1½ T.	1½ T.	8	8	48	-
Springfield (assistant, newspaper, day),	-	-	22.00	1½ T.	1½ T.	8	8	48	-
Springfield (newspaper, night),	-	-	27.00	1½ T.	1½ T.	8	8	48	-
Springfield (assistant, newspaper, night),	-	-	25.00	1½ T.	1½ T.	8	8	48	-
Taunton (newspaper, day),	-	-	23.00	1½ T.	2 T.	8	6	46	12
Worcester (assistant, after two years),	-	-	19.50	1½ T.	5 -	8	8	48	-
Make-ups or Stone Men. <sup>6</sup>									
Newspaper Compositors.									
Boston (day), <sup>7</sup>	\$0.68	-	-	\$0.87	\$0.87	7	7	42	-
Boston (night), <sup>7</sup>	.72	-	-	.92	.92	7	7	42	-
Fall River (day), <sup>9</sup>	-	-	21.50	10 -	2 T.	8	8	48	11 -
Fall River (night), <sup>9</sup>	-	-	24.50	10 -	2 T.	7	7	42	-
Fitchburg (day), <sup>12</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-
Fitchburg (night), <sup>12</sup>	-	-	21.00	1½ T.	1½ T.	8	8	48	-
Holyoke (day), <sup>13</sup>	-	-	20.50	1½ T.	2 T.	8	8	48	-
Holyoke (night), <sup>13</sup>	-	-	24.00	1½ T.	2 T.	-	-	45	-
Lawrence (day), <sup>14</sup>	-	-	20.00	1½ T.	2 T.	8	8	48	-
Lawrence (night), <sup>14</sup>	-	-	20.50	1½ T.	2 T.	8	8	48	-
Leominster (day), <sup>12</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-
Leominster (night), <sup>12</sup>	-	-	21.00	1½ T.	1½ T.	8	8	48	-
Lowell (day), <sup>14</sup>	-	-	21.00	1½ T.	2 T.	8	8	48	-
Lowell (night), <sup>14</sup>	-	-	24.00	1½ T.	2 T.	8	8	48	-
New Bedford (day), <sup>15</sup>	-	-	22.00	1½ T.	2 T.	8	8	48	-
New Bedford (night), <sup>15</sup>	-	-	24.00	1½ T.	2 T.	8	8	48	-
North Adams (day), <sup>16</sup>	-	-	17.00	1½ T.	2 T.	8	8	48	-
Northampton, <sup>14</sup>	-	-	16.50	1½ T.	2 T.	8	8	48	-
Pittsfield (day), <sup>14</sup>	-	-	17.00	1½ T.	2 T.	17 -	6½	48	12
Taunton, <sup>19</sup>	-	-	18.00	1½ T.	2 T.	2 8	6	46	12

1 Before midnight, time and one-half; after midnight, double time.

2 Night work, 7 hours.

3 Work short day (6 hours) on Saturday.

4 On September 1, 1917, rate was increased 50 cents a week.

5 Time and one-third, except double time on Sundays.

6 See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.

7 Admen, bankmen, copy cutters, foremen, machinists, make-ups, linotype and monotype machine operators, and proof-readers receive same rate of wages and work same hours.

8 Double time for Sunday, when preceded or followed by a night's work.

9 Admen, bankmen, and make-ups receive same rate of wages and work same hours.

10 Time and one-half for first 6 hours; double time thereafter.

11 In some cases have Saturday half-holiday; make up time on the other 5 days.

12 All newspaper floormen receive same rate of wages and work same hours.

13 Admen, proof-readers, and make-ups receive same rate of wages and work same hours.

14 Same rates of wages and same hours apply to all journeymen employed in composing room.

15 Admen, bankmen, linotype machine operators, and make-ups receive same rate of wages and work same hours.

16 Monotype machine operators and make-ups receive same rate of wages and work same hours.

17 Work 8 hours on 3 days, 8 $\frac{1}{2}$  hours one day, and 9 hours one day.18 Work shorter day (6 $\frac{1}{2}$  hours) on Saturday during entire year.

19 Admen receive same rate of wages and work same hours.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Compositors — Con.</b>									
<i>Newspaper Compositors — Con.</i>									
Worcester (foreign languages, daily papers), . . . . .	-	-	\$21.00	1½ T.	2 T.	8	8	48	-
Worcester (foreign languages, weekly papers), . . . . .	-	-	17.50	1½ T.	2 T.	8	8	48	-
<i>Proof-readers.<sup>1</sup></i>									
<b>Electrotypers.</b>									
<i>Apprentices.</i>									
Springfield:									
First year, . . . . .	-	-	9.00	-	-	2 8¾	2 4	48	12
Second year, . . . . .	-	-	10.50	-	-	2 8¾	2 4	48	12
Third year, . . . . .	-	-	12.00	-	-	2 8¾	2 4	48	12
Fourth year, . . . . .	-	-	13.50	-	-	2 8¾	2 4	48	12
Fifth year, . . . . .	-	-	15.00	-	-	2 8¾	2 4	48	12
<i>Backers-up.</i>									
Boston, . . . . .	-	-	{ <sup>3</sup> 20.00 23.00}	1½ T.	2 T.	8¾	4¼	48	12
<i>Battery-men.</i>									
Boston, . . . . .	-	-	{ <sup>3</sup> 20.00 23.00}	1½ T.	2 T.	8¾	4¼	48	12
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12
<i>Bench Hands.</i>									
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12
<i>Builders.</i>									
Boston, . . . . .	-	-	{ <sup>3</sup> 20.00 23.00}	1½ T.	2 T.	8¾	4¼	48	12
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12
<i>Casters.</i>									
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12
<i>Finishers.</i>									
Boston, . . . . .	-	-	{ <sup>3</sup> 24.00 26.00}	1½ T.	2 T.	8¾	4¼	48	12
Springfield, . . . . .	-	-	24.00	1½ T.	2 T.	2 8¾	2 4	48	12
<i>Finishers' Helpers.</i>									
Boston, . . . . .	-	-	{ <sup>3</sup> 20.00 24.00}	1½ T.	2 T.	8¾	4¼	48	12
<i>Foremen and Assistants.</i>									
Boston, . . . . .	-	-	<sup>4</sup> 32.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (assistant), . . . . .	-	-	<sup>4</sup> 28.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Molders.</i>									
Boston, . . . . .	-	-	{ <sup>3</sup> 24.00 25.00}	1½ T.	2 T.	8¾	4¼	48	12
Springfield, . . . . .	-	-	24.00	1½ T.	2 T.	2 8¾	2 4	48	12

<sup>1</sup> See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.

<sup>2</sup> Hours established in all but one shop, with 9 hours on Friday. In one shop work 9½ hours on 4 days, 10 hours on Friday; no work on Saturday.

<sup>3</sup> Minimum rates in different establishments.

<sup>4</sup> Minimum rate in one establishment.



TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Lithographers.</b>										
<i>Pressmen.</i>										
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	-	1 -	48	1	12
Springfield, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48		12
Springfield (large presses), . . . . .	-	-	27.00	1½ T.	2 T.	8¾	4¾	48		12
Springfield (other presses), . . . . .	-	-	20.00 23.00 25.00	1½ T.	2 T.	8¾	4¾	48		12
<i>Transfer Men.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	-	1 -	48	1	12
Springfield, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48		12
<b>Mailers.</b>										
Boston (day), . . . . .	-	\$3.33½	-	\$0.60	2 T.	8	8	¾ 54	-	
Boston (night), . . . . .	-	3.33½	-	.60	2 T.	7	7	¾ 48	-	
Boston (apprentices):										
First year, . . . . .	-	-	8.00	-	-	8	8	¾ 54	-	
Second year, . . . . .	-	-	10.00	-	-	8	8	¾ 54	-	
Third year, . . . . .	-	-	12.00	-	-	8	8	¾ 54	-	
Fourth year, . . . . .	-	-	15.00	-	-	8	8	¾ 54	-	
<b>News Writers.</b>										
Boston (writing labor news), . . . . .	-	-	21.00	-	-	-	-	-	-	
<b>Photo-engravers.</b>										
Boston:										
Commercial (day), <sup>4</sup> . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4	48		12
Newspaper (day), <sup>5</sup> . . . . .	-	-	29.00	1½ T.	Reg.	8	8	48	-	
Newspaper (night), <sup>5</sup> . . . . .	-	-	32.00	1½ T.	Reg.	8	8	48	-	
Newspaper, color film layers, . . . . .	-	-	37.50	1½ T.	Reg.	8	8	48	-	
Springfield, <sup>6</sup> . . . . .	-	-	25.00	1½ T.	2 T.	7 9	4	48		12
Worcester (half tone and line men), . . . . .	-	-	21.00	1½ T.	1½ T.	8¾	4¼	48		12
<b>Press Feeders.</b>										
Boston:										
Assistants on one automatic feeding machine, . . . . .	-	-	16.00	9 -	2 T.	8¾	4¼	48		12
Assistants on two automatic feeding machines, . . . . .	-	-	17.00	9 -	2 T.	8¾	4¼	48		12
Assistants on rotary and magazine presses, . . . . .	-	-	17.00	9 -	2 T.	8¾	4¼	48		12
Cylinder press feeders, . . . . .	-	-	16.00	9 -	2 T.	8¾	4¼	48		12

<sup>1</sup> Between October first and June first have half-holiday by making up the time on the first 5 days of the week; in majority of establishments work 5 days a week, no work on Saturday, 48 hours a week, between June first and October first.

<sup>2</sup> Each rate is a minimum rate according to style of press used.

<sup>3</sup> Work 6 hours on Sunday.

<sup>4</sup> Same rate paid to photographers, etchers, Ben. Day workers, finishers, proofers, routers, blockers, negative turners, and metal printers.

<sup>5</sup> Same rate paid to photographers, negative turners, metal printers, etchers, engravers, routers, and blockers.

<sup>6</sup> Same rate paid to photographers, etchers, finishers, proofers, and routers.

<sup>7</sup> One day, 8 hours.

<sup>8</sup> In September, 1917, rate was increased \$2 a week, voluntarily by employers, although agreement establishing minimum shown above was to have remained in effect until June 1, 1918.

<sup>9</sup> Before midnight, time and one-half; after midnight, double time.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Press Feeders — Con.									
Brockton:									
Cylinder feeders on two-roller presses, . . . . .	-	-	\$13.50	1-	2 T.	8	8	48	2-
Cylinder feeders on four-roller presses, . . . . .	-	-	15.00	1-	2 T.	8	8	48	2-
Lowell (see Boston). <sup>3</sup>									
Springfield (cylinder), . . .	-	-	12.00	1½ T.	4-	8	8	48	-
Worcester (cylinder), . . . .	-	-	15.00	1-	2 T.	8	8	48	5-
Worcester (platen), . . . . .	-	-	12.00	1-	2 T.	8	8	48	5-
Printing Pressmen.									
Apprentices.									
Boston (web):									
First year, . . . . .	-	-	8.00	1½ T.	2 T.	7	7	42	-
Second year, . . . . .	-	-	10.00	1½ T.	2 T.	7	7	42	-
Third year, . . . . .	-	-	12.00	1½ T.	2 T.	7	7	42	-
Fourth year, . . . . .	-	-	15.00	1½ T.	2 T.	7	7	42	-
Fall River (web): <sup>4</sup>									
First year, . . . . .	-	-	6.00	-	-	8	8	48	-
Second year, . . . . .	-	-	9.00	-	-	8	8	48	-
Third year, . . . . .	-	-	12.00	-	-	8	8	48	-
Fourth year, . . . . .	-	-	14.00	-	-	8	8	48	-
After fourth year, . . . . .	-	-	16.00	-	-	8	8	48	-
Lawrence (web):									
First year, . . . . .	-	-	7.00	1½ T.	2 T.	8	8	48	-
Second year, . . . . .	-	-	9.00	1½ T.	2 T.	8	8	48	-
Third year, . . . . .	-	-	10.00	1½ T.	2 T.	8	8	48	-
Fourth year, . . . . .	-	-	11.00	1½ T.	2 T.	8	8	48	-
Fifth year, . . . . .	-	-	15.00	1½ T.	2 T.	8	8	48	-
Springfield (web, newspaper):									
First year, . . . . .	-	\$2.00	-	1½ T.	2 T.	8	8	48	-
Second year, . . . . .	-	2.25	-	1½ T.	2 T.	8	8	48	-
Third year, . . . . .	-	2.50	-	1½ T.	2 T.	8	8	48	-
Fourth year, . . . . .	-	2.75	-	1½ T.	2 T.	8	8	48	-
Worcester (cylinder):									
First year, . . . . .	-	-	16.00	1½ T.	2 T.	8	8	48	-
Second year, . . . . .	-	-	17.50	1½ T.	2 T.	8	8	48	-
Third year, . . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-
Cylinder.									
Boston, . . . . .	-	-	23.00	7-	2 T.	-	-	48	8-
Boston (rotary press), . . . .	-	-	28.50	7-	2 T.	-	-	48	8-
Brockton, . . . . .	-	-	21.00	1-	2 T.	-	-	48	2-
Lawrence, . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-
Lowell (commercial work and one color), . . . . .	-	-	21.00	7-	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	23.00	7-	2 T.	8¾	4¼	48	12
Springfield (job shops), . . .	-	-	20.00	1½ T.	2 T.	8	8	48	-
Worcester (one or two cylinder presses), . . . . .	-	-	21.00	1-	2 T.	8	8	48	5-

<sup>1</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>2</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.

<sup>3</sup> Rates same as in Boston.

<sup>4</sup> On Sundays, time and one-half; on holidays, double time.

<sup>5</sup> In some cases the Saturday half-holiday is in effect for periods varying from 3 to 12 months, when 8½ hours day is worked on the first 4 days of the week, and 8¾ hours on Friday.

<sup>6</sup> Same rates apply in Taunton.

<sup>7</sup> Before midnight, time and one-half; after midnight, double time.

<sup>8</sup> In some cases, half-holiday during entire year; in some cases, half-holiday during 3 months.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
Printing Pressmen — Con.										
Job.										
Boston, . . . . .	-	-	\$18.00	1 -	2 T.	-	-	48	2 -	
Brockton, . . . . .	-	-	18.00	3 -	2 T.	-	-	48	4 -	
Lawrence, . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Lowell, . . . . .	-	-	17.00	1 -	2 T.	8¾	4¼	48	12	
Norwood, . . . . .	-	-	18.00	1 -	2 T.	8¾	4¼	48	12	
Springfield (job shops), . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Worcester (one or two platen presses), . . . . .	-	-	16.00	3 -	2 T.	8	8	48	5 -	
Worcester (three platen presses), . . . . .	-	-	17.00	3 -	2 T.	8	8	48	5 -	
Perfecting.										
Boston (cylinder), . . . . .	-	-	24.00	1 -	2 T.	-	-	48	2 -	
Boston (platen presses), . . . . .	-	-	18.00	1 -	2 T.	-	-	48	2 -	
Norwood, . . . . .	-	-	20.00	1 -	2 T.	8¾	4¼	48	12	
Norwood, . . . . .	-	-	24.00	1 -	2 T.	8¾	4¼	48	12	
Web.										
Boston, . . . . .	-	\$4.44	26.64	1½ T.	2 T.	6 7	6 7	7 36 42	-	
Boston (brakemen), . . . . .	-	4.17	25.02	1½ T.	2 T.	6 7	6 7	7 36 42	-	
Boston (journeymen), . . . . .	-	3.69	22.14	1½ T.	2 T.	6 7	6 7	7 36 42	-	
Fall River (3-deck press, daily), <sup>8</sup> . . . . .	-	-	25.00	-	-	8	8	48	-	
Fall River (3-deck press, daily and Sunday), <sup>8</sup> . . . . .	-	-	30.00	-	-	8	8	54	-	
Fall River (2-deck press, daily), <sup>8</sup> . . . . .	-	-	22.50	-	-	8	8	48	-	
Lawrence, . . . . .	-	-	22.00	1½ T.	2 T.	8	8	48	-	
Lowell (day), . . . . .	-	-	21.00	1 -	2 T.	8¾	4¼	48	12	
Lowell (night), . . . . .	-	-	24.00	10 -	2 T.	8¾	4¼	48	12	
Springfield (magazine pressmen):										
Adjusters, . . . . .	-	-	22.50	1½ T.	2 T.	-	-	11 44 48	-	
Brakemen, . . . . .	-	-	17.50	1½ T.	2 T.	-	-	11 44 48	-	
Foremen, . . . . .	-	-	40.00	1½ T.	2 T.	-	-	11 44 48	-	
Pressmen (day), . . . . .	-	-	30.00	1½ T.	2 T.	-	-	48	-	
Pressmen (night), . . . . .	-	-	32.50	1½ T.	2 T.	-	-	44	-	
Tension men, . . . . .	-	-	16.50	1½ T.	2 T.	-	-	11 44 48	-	
Utility men, . . . . .	-	-	19.50	1½ T.	2 T.	-	-	11 44 48	-	

<sup>1</sup> Before midnight, time and one-half; after midnight, double time.

<sup>2</sup> In some cases, half-holiday during entire year; in some cases, half-holiday during 3 months.

<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>4</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.

<sup>5</sup> In some cases the Saturday half-holiday is in effect for periods varying from 3 to 12 months, when 8½ hours is worked on the first 4 days of the week, and 8¾ hours on Friday.

<sup>6</sup> Each rate is a minimum rate according to style of press used.

<sup>7</sup> Day work, 42 hours a week; night work, 36 hours.

<sup>8</sup> Same rates apply in Taunton.

<sup>9</sup> Work 6 hours on Sunday.

<sup>10</sup> Before noon, time and one-half; after noon, double time.

<sup>11</sup> Night men work 8¾ hours on 4 days and 9 hours on 1 day; day men work 9½ hours on 4 days and 10 hours on 1 day; all men working on magazines work 5 days a week.

TABLE 7. PRINTING AND ALLIED TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Printing Pressmen — Con.</b>										
<i>Web — Con.</i>										
Springfield (newspaper):										
First pressmen, . . . . .	-	\$4.17	-	1½ T.	2 T.	{ 8 7	8 7	1 48 49	}	-
Other pressmen, . . . . .	-	3.25	-	1½ T.	2 T.	{ 8 7	8 7	1 48 49		-
Worcester (men in charge), .	-	4.50	\$27.00	1½ T.	2 -	{ 8 7	8 7	3 48 42	}	-
Worcester (other pressmen), .	-	3.50	21.00	1½ T.	2 -	{ 8 7	8 7	3 48 42		-
<b>Stereotypers.</b>										
<i>Apprentices.</i>										
Boston:										
First year, . . . . .	-	2.16½	-	\$0.52	\$1.04	{ 6 7	6 7	4 36 42	}	-
Second year, . . . . .	-	2.41½	-	.52	1.04	{ 6 7	6 7	4 36 42		-
Third year, . . . . .	-	2.66½	-	.52	1.04	{ 6 7	6 7	4 36 42	}	-
Fourth year, . . . . .	-	3.16½	-	.52	1.04	{ 6 7	6 7	4 36 42		-
Fifth year, . . . . .	-	3.66½	-	.52	1.04	{ 6 7	6 7	4 36 42	}	-
Lawrence:										
First year, . . . . .	-	1.00	-	Reg.	Reg.	8	8	48	-	-
Second year, . . . . .	-	1.50	-	Reg.	Reg.	8	8	48	-	-
Third year, . . . . .	-	2.00	-	Reg.	Reg.	8	8	48	-	-
Fourth year, . . . . .	-	2.50	-	Reg.	Reg.	8	8	48	-	-
Fifth year, . . . . .	-	2.75	-	Reg.	Reg.	8	8	48	-	-
<i>Stereotypers.</i>										
Boston, . . . . .	-	4.50	-	5.85	2 T.	{ 6 7	6 7	4 36 42	}	-
Boston (assistant foremen), .	-	5.50	-	-	2 T.	{ 6 7	6 7	4 36 42		-
Fall River, . . . . .	-	-	21.00	-	-	8	4½	44½	-	12
Lawrence, . . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-	-
New Bedford, . . . . .	-	-	23.00	-	-	8	8	56	-	6 -
Springfield (day), . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	-	-
Springfield (night), . . . . .	-	3.75	-	1½ T.	1½ T.	7	8	7 50	-	-
Taunton, . . . . .	-	-	18.00	-	-	8	8	48	-	8 -
Worcester, . . . . .	-	3.75	-	1½ T.	2 T.	8	8	48	-	-

1 Day work, 48 hours a week; night work, 49 hours.

2 Time and one-half except on holidays, when day journeymen are paid double time and all other employees are paid regular rate.

3 Day work, 48 hours a week; night work, 42 hours.

4 Day work, 42 hours a week; night work, 36 hours.

5 Except overtime on Saturday for Sunday papers, when hourly rate is 76 cents.

6 In offices where Saturday half-holiday is granted, time is made up during first 5 days of week; employees work 7 days a week.

7 Employees work 7 hours on Sunday.

8 In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.

TABLE 8. STONE WORKING AND QUARRYING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
<b>Stone, Marble, and Quarry Workers.</b>										
<i>Granite Cutters.</i>										
Boston, <sup>2</sup>	\$0.50	\$4.00	\$22.00	1½ T.	2 T.	8	4	44	12	
Boston (surfacing machine cutters),	—	4.25	—	1½ T.	2 T.	8	4	44	12	
Chelmsford, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Chelmsford (surfacing machine cutters),	.53½	4.28	23.54	1½ T.	2 T.	8	4	44	12	
Chester, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Fall River, <sup>3</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Fall River (surfacing machine cutters),	.53½	4.25	—	1½ T.	2 T.	8	4	44	12	
Fitchburg, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Fitchburg (surfacing machine cutters),	.56¼	—	24.75	1½ T.	2 T.	8	4	44	12	
Gloucester, <sup>3</sup>	.50	—	—	1½ T.	2 T.	8	4	44	12	
Gloucester (surfacing machine cutters),	.53	—	—	1½ T.	2 T.	8	4	44	12	
Holyoke, <sup>4</sup>	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Holyoke (surfacing machine cutters),	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12	
Ipswich,	—	4.00	—	1½ T.	2 T.	8	4	44	12	
Lawrence, <sup>3</sup>	.50	—	—	1½ T.	1½ T.	8	4	44	12	
Lowell, <sup>5</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Lynn, <sup>5</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Marlborough,	.50	4.00	—	1½ T.	2 T.	8	4	44	12	
Milford, <sup>3</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Milford (surfacing machine cutters),	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12	
Monson, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Monson (surfacing machine cutters),	.53	—	—	1½ T.	2 T.	8	4	44	12	
New Bedford, <sup>2</sup>	.50	—	—	1½ T.	2 T.	8	4	44	12	
New Bedford (surfacing machine cutters),	.55	—	—	1½ T.	2 T.	8	4	44	12	
Quincy, <sup>6</sup>	.50	4.00	22.00	1½ T.	—	8	4	44	12	
Quincy (apprentices),	—	7 1.00	—	1½ T.	—	8	4	44	12	
Rockport, <sup>3</sup>	.50	—	—	1½ T.	2 T.	8	4	44	12	
Rockport (surfacing machine cutters),	.53	—	—	1½ T.	2 T.	8	4	44	12	
Townsend, <sup>6</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Worcester, <sup>8</sup>	.50	4.00	22.00	9 —	2 T.	8	4	44	12	
Worcester (surfacing machine cutters),	.53	—	—	9 —	2 T.	8	4	44	12	
<i>Granite Polishers.</i>										
Quincy, <sup>10</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	

<sup>1</sup> Symbols signify as follows: Reg.=Regular rate; 1¼ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Polishers and tool sharpeners receive same rate.

<sup>3</sup> Polishers, sawyers, and tool sharpeners receive same rate.

<sup>4</sup> Polishers and tool sharpeners receive same rate. Apprentices serve three years; receive \$1.25 a day for the first six months and an increase of 25 cents a day after each six months of service.

<sup>5</sup> Polishers, surfacing machine cutters, and tool sharpeners receive same rate.

<sup>6</sup> Surfacing machine cutters and tool sharpeners receive same rate.

<sup>7</sup> Rates range from \$1.00 to \$2.50 a day according to years of service.

<sup>8</sup> Tool sharpeners receive same rate.

<sup>9</sup> Time and one-half except from darkness to dawn when double time is paid.

<sup>10</sup> Bedsetters, polishers (hand), and sawyers, when working by the day, receive same rate.



TABLE 8. STONE WORKING AND QUARRYING—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund-ays and Holi-days	Mon- day to Fri- day	Sat- ursday		
<b>Stone, Marble, and Quarry Workers — Con.</b>									
<i>Marble Setters and Helpers.</i>									
Boston, . . . . .	—	<sup>1</sup> \$5.50	—	2 T.	2 T.	8	4	44	12
Boston (helpers), . . . .	\$0.42½	—	—	2 —	2 T.	8	4	44	12
Springfield, . . . . .	—	5.50	\$30.25	2 T.	2 T.	8	4	44	12
<i>Paving Cutters.</i>									
Chelmsford (block), . . .	.45	3.60	20.25	—	—	8	5	45	12
Fall River (block), . . .	.50	4.00	24.00	—	—	8	8	48	—
Gloucester (block), . . .	.41	3.28	19.68	—	—	8	8	48	—
Lowell, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Rockport (block), . . . .	.41	—	—	—	—	8	8	48	—
<i>Stone Cutters (General).</i>									
Boston (inside men):									
Carvers, . . . . .	\$.70	—	—	2 T.	2 T.	8	4	44	12
Cutters and fitters, . . .	.62½	—	—	2 T.	2 T.	8	4	44	12
Boston (outside men):									
Carvers, . . . . .	\$.70	—	—	2 T.	2 T.	8	4	44	12
Cutters and fitters, . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Lee, . . . . .	—	4.50	—	1½ T.	4 —	8	4	44	12
Lee (copers), . . . . .	—	2.50	—	1½ T.	4 —	8	4	44	12
Springfield, . . . . .	.56¼	4.50	24.75	1½ T.	2 T.	8	4	44	12
<i>Stone Makers, Artificial.</i>									
Boston:									
Cleaners and rubbers, . .	\$.30	—	—	Reg.	2 T.	8	4	44	12
Molders, . . . . .	\$.37	—	—	Reg.	2 T.	8	4	44	12
Stone casters, . . . . .	\$.37	—	—	Reg.	2 T.	8	4	44	12
<i>Terrazzo Helpers.</i>									
Boston, . . . . .	—	<sup>7</sup> 3.20	—	2 T.	2 T.	8	4	44	12
<b>Other Quarry Employees.</b>									
<i>Blacksmiths.</i>									
Chester, . . . . .	.44	3.52	21.12	1¼ T.	1¼ T.	8	8	48	—
Gloucester, . . . . .	.36	—	—	1½ T.	2 T.	8	8	48	—
Milford (helpers), . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Rockport, . . . . .	.36	—	—	1½ T.	2 T.	8	8	48	—
<i>Coal Shovelers.</i>									
Gloucester (ship), . . . .	.34½	—	—	1½ T.	2 T.	8	8	48	—
Rockport (ship), . . . . .	.34½	—	—	1½ T.	2 T.	8	8	48	—
<i>Crane Tenders.</i>									
Gloucester, . . . . .	.30	—	—	1½ T.	2 T.	8	8	48	—
<i>Derrickmen.</i>									
Chester, . . . . .	.30	2.40	14.40	1¼ T.	1¼ T.	8	8	48	—
Gloucester, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—
Milford (second men), . . .	.36	—	—	1½ T.	2 T.	8	4	44	12
Milford (third men), . . .	.32	—	—	1½ T.	2 T.	8	4	44	12
Rockport, . . . . .	.28	2.24	13.44	1½ T.	2 T.	8	8	48	—

<sup>1</sup> On September 1, 1917, rate was increased to \$5.75 a day.<sup>2</sup> Before midnight, time and one-half; after midnight, double time.<sup>3</sup> In September, 1917, rate was increased 5 cents an hour.<sup>4</sup> On Sundays, double time; on holidays, time and one-half.<sup>5</sup> On September 1, 1917, rate was increased to 40 cents an hour.<sup>6</sup> On September 1, 1917, rate was increased to 45 cents an hour.<sup>7</sup> On September 1, 1917, rate was increased to \$3.60 a day.

TABLE 8. STONE WORKING AND QUARRYING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Other Quarry Employees — Con.									
Derrickmen, Head.									
Chester, . . . . .	\$0.31¼	\$2.50	\$15.00	1¼ T.	1¼ T.	8	8	48	—
Gloucester, . . . . .	.30	—	—	1½ T.	2 T.	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.35	—	—	Reg.	1¼ T.	8	8	48	—
Rockport, . . . . .	.30	—	—	1½ T.	2 T.	8	8	48	—
Drillers.									
Gloucester (steam), . . . .	.30	—	—	1¼ T.	2 T.	8	8	48	—
Milford (hand), . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Drill Runners, Air Plug.									
Chester, . . . . .	.30	2.40	14.40	1¼ T.	1¼ T.	8	8	48	—
Gloucester, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.35	—	—	Reg.	1¼ T.	8	8	48	—
Rockport, . . . . .	.28	2.24	13.44	1½ T.	2 T.	8	8	48	—
Drill Runners, Tripod.									
Chester, . . . . .	.35	2.80	16.80	1¼ T.	1¼ T.	8	8	48	—
Gloucester, . . . . .	.30	—	—	1½ T.	2 T.	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.35	—	—	Reg.	1¼ T.	8	8	48	—
Rockport, . . . . .	.30	2.40	14.40	1½ T.	2 T.	8	8	48	—
Engineers, Steam.									
Chester, . . . . .	.37½	3.00	18.00	1¼ T.	1¼ T.	8	8	48	—
Lowell (in charge), . . . .	.40	3.20	19.20	1½ T.	2 T.	8	5	45	12
Lowell (operators), . . . .	—	—	18.00	1½ T.	2 T.	8	5	45	12
Milford (hoisting and portable), . . . . .	.41½	3.32	18.26	1½ T.	2 T.	8	4	44	12
Quincy (in charge):	—	—	—	—	—	—	—	—	—
First class plants, . . . .	—	—	25.00	Reg.	2 T.	8	8	48	—
Second class plants, . . . .	—	—	21.00	Reg.	2 T.	8	8	48	—
Quincy (operators):	—	—	—	—	—	—	—	—	—
Third class, . . . . .	—	—	18.00	Reg.	2 T.	8	8	48	—
Skeleton hoisters, . . . . .	.34½	—	—	Reg.	2 T.	8	8	48	—
Rockport (operating revolving locomotive cranes), . .	—	—	18.00	1½ T.	1½ T.	8	8	48	—
Firemen.									
Chester, . . . . .	.29	2.32	13.92	1¼ T.	1¼ T.	8	8	48	—
Quincy, . . . . .	—	—	17.00	Reg.	2 T.	8	8	48	—
Laborers.									
Chester, . . . . .	.28	2.24	13.44	1¼ T.	1¼ T.	8	8	48	—
Gloucester, . . . . .	.25	—	—	1½ T.	2 T.	8	8	48	—
Rockport, . . . . .	.25	—	—	1½ T.	2 T.	8	8	48	—
Powdermen.									
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Quarrymen.									
Chester, . . . . .	.30	2.40	14.40	1¼ T.	1¼ T.	8	8	48	—
Gloucester, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.35	—	—	Reg.	1¼ T.	8	8	48	—
Rockport, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—
Tool Sharpeners.									
Gloucester, . . . . .	.36	—	—	1½ T.	2 T.	8	8	48	—
Milford, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.50	—	—	—	2 T.	8	4	44	12
Rockport, . . . . .	.36	2.88	17.28	1½ T.	2 T.	8	8	48	—
Trackmen.									
Gloucester, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—
Rockport, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—

TABLE 9. TEAMING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bakery Wagon Drivers.</b>									
Brockton (large shops), . . .	-	-	\$19.00	-	-	10	10	60	-
Brockton (small shops), . . .	-	-	15.00	-	-	10	10	60	-
<b>Carriage Drivers and Chauffeurs.</b>									
Boston:									
Carriage drivers, . . .	-	-	{ <sup>2</sup> 14.00 16.00 }	-	-	{ 11 10 }	{ 11 10 }	{ 77 70 }	-
Chauffeurs, . . .	-	-	{ <sup>2</sup> \$2.00 2.25 2.50 }	-	-	{ 8 9 9 }	{ 8 9 9 }	{ 56 63 63 }	-
Taxi drivers, . . .	-	-	2.75	-	-	10 10½	10 10½	70 73½	-
Touring car drivers, . . .	-	-	{ <sup>2</sup> 18.00 21.00 }	-	-	{ 8½ 10½ }	{ 8½ 10½ }	{ 59½ 73½ }	-
<b>Coal Teamsters.</b>									
<i>One-horse.</i>									
Boston, . . .	-	-	18.00	Reg.	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Brockton, . . .	-	-	<sup>4</sup> 15.00	Reg.	2 T.	8	8	<sup>4</sup> 48	-
Fitchburg, . . .	-	-	<sup>6</sup> 13.50	1½ T.	1½ T.	9	9	54	-
Holyoke, . . .	-	-	16.00	1½ T.	1½ T.	<sup>8</sup> 9	<sup>8</sup> 9	54	<sup>8</sup> 4
Lowell, . . .	-	-	<sup>7</sup> 15.50	-	-	10	10	60	-
Lynn, . . .	-	-	16.00	-	2 T.	9	9	54	6
Malden, . . .	-	-	16.00	Reg.	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Natick, . . .	-	-	15.00	\$0.35	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 5
Springfield, . . .	-	-	<sup>10</sup> 17.00	2 T.	2 T.	10	10	60	5
Wakefield, . . .	-	-	15.00	-	-	9	9	54	-
Waltham, . . .	-	-	15.50	.30	\$0.60	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Westfield, . . .	-	-	15.00	Reg.	.50	9	9	54	-
Winchester, . . .	-	-	16.00	-	-	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Worcester, . . .	-	-	16.00	-	-	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
<i>Two-horse.</i>									
Boston, . . .	-	-	19.00	Reg.	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Fitchburg, . . .	-	-	<sup>6</sup> 15.00	1½ T.	1½ T.	9	9	54	-
Holyoke, . . .	-	-	17.00	1½ T.	1½ T.	<sup>8</sup> 9	<sup>8</sup> 9	54	<sup>8</sup> 4
Lowell, . . .	-	-	<sup>7</sup> 17.00	-	-	10	10	60	-
Lynn, . . .	-	-	17.50	-	2 T.	9	9	54	6
Malden, . . .	-	-	17.00	Reg.	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Natick, . . .	-	-	16.00	.37	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 5
Springfield, . . .	-	-	<sup>10</sup> 18.00	2 T.	2 T.	10	10	60	5
Waltham, . . .	-	-	16.50	.35	.70	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Winchester, . . .	-	-	17.00	-	-	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Worcester, . . .	-	-	17.00	-	-	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
<i>Three-horse.</i>									
Boston, . . .	-	-	20.00	Reg.	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 6
Lynn, . . .	-	-	18.00	-	2 T.	9	9	54	6
Natick, . . .	-	-	17.00	.40	2 T.	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 5

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular rate; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Minimum rates paid in different establishments.

<sup>3</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

<sup>4</sup> In hay and grain or contract establishments receive same rate of wages and work same number of hours.

<sup>5</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>6</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

<sup>7</sup> Prevailing rate; no agreement enforcing a minimum.

<sup>8</sup> Overtime rate 40 cents an hour, except on Saturday P.M. during the 6 months when the half-holiday is in effect, when double time is paid.

<sup>9</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>10</sup> On September 15, 1917, rate was increased \$1 a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Coal Teamsters — Con.										
Chauffeurs.										
Boston (electric truck), . . . . .	-	-	\$20.00	Reg.	2 T.	9	19	1 54	16	
Boston (gasoline truck), . . . . .	-	-	22.00	Reg.	2 T.	9	19	1 54	16	
Brockton, . . . . .	-	-	16.00	Reg.	2 T.	8	8	43	-	
Lowell (heavy truck), . . . . .	-	-	2 18.00	-	-	10	10	60	-	
Lynn, . . . . .	-	-	20.00	s -	2 T.	9	9	54	6	
Lynn (helpers), . . . . .	-	-	16.00	s -	2 T.	9	9	54	6	
Malden (electric truck), . . . . .	-	-	19.00	Reg.	2 T.	9	19	1 54	16	
Malden (gasoline truck), . . . . .	-	-	20.00	Reg.	2 T.	9	19	1 54	16	
Springfield (two-ton truck), . . . . .	-	-	4 20.00	2 T.	2 T.	10	10	60	5	
Springfield (four-ton truck), . . . . .	-	-	4 23.00	2 T.	2 T.	10	10	60	5	
Waltham, . . . . .	-	-	19.00	\$0.40	\$0.80	9	19	1 54	16	
Helpers.										
Fitchburg, . . . . .	-	-	13.50	-	-	9	9	54	-	
Holyoke, . . . . .	-	-	15.00	1½ T.	1½ T.	59	59	54	4	
Malden, . . . . .	-	-	16.00	Reg.	2 T.	9	19	1 54	16	
Natick, . . . . .	-	-	15.00	.35	2 T.	9	9	54	5	
Springfield, . . . . .	-	-	7 16.00	2 T.	2 T.	10	10	60	5	
Waltham, . . . . .	-	-	15.50	.30	.60	9	19	1 54	16	
Worcester, . . . . .	-	-	15.00	-	-	9	19	1 54	16	
Wharfmen.										
Boston, . . . . .	-	-	18.00	Reg.	2 T.	9	19	1 54	16	
Lynn, . . . . .	-	-	16.00	s -	2 T.	9	9	54	6	
Waltham, . . . . .	-	-	15.50	.30	.60	9	19	1 54	16	
Department Store Drivers, Chauffeurs, and Helpers.										
Boston:										
One-horse teamsters, . . . . .	-	-	16.00	Reg.	2 T.	9	9	54	-	
Two-horse teamsters, . . . . .	-	-	17.00	Reg.	2 T.	9	9	54	-	
Chauffeurs, . . . . .	-	-	19.00	Reg.	2 T.	9	9	54	-	
Helpers (auto), . . . . .	-	-	13.00	Reg.	2 T.	9	9	54	-	
Helpers (wagon), . . . . .	-	-	11.00	Reg.	2 T.	9	9	54	-	
Express and Transfer Drivers.										
One-horse.										
Boston, . . . . .	-	-	16.00	Reg.	s -	10	10	65	-	
Brockton, . . . . .	-	-	15.00	.25	2 T.	9	9	54	-	
Lynn, . . . . .	-	-	17.00	1½ T.	2 T.	10	9	59	-	
Natick, . . . . .	-	-	15.00	.35	2 T.	9	10 9	10 54	10 5	
Two-horse.										
Boston, . . . . .	-	-	18.00	Reg.	s -	10	10	65	-	
Brockton, . . . . .	-	-	16.00	.30	2 T.	9	9	54	-	
Lynn, . . . . .	-	-	18.00	1½ T.	2 T.	10	9	59	-	

<sup>1</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

<sup>2</sup> Prevailing rate; no agreement enforcing a minimum.

<sup>3</sup> Overtime rate 40 cents an hour, except on Saturday P.M. during the 6 months when the half-holiday is in effect, when double time is paid.

<sup>4</sup> On September 15, 1917, rate was increased \$1 a week.

<sup>5</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

<sup>6</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>7</sup> On September 15, 1917, rate was increased \$2 a week.

<sup>8</sup> On holidays, double time; on Sundays, regular rate.

<sup>9</sup> Work alternate Sundays, averaging 65 hours a week during entire year.

<sup>10</sup> During 5 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Express and Transfer Drivers — Con.</b>										
<i>Chauffeurs.</i>										
Boston (small auto), . . . .	-	-	\$18.00	Reg.	1-	10	10	2 65	-	
Boston (truck), . . . . .	-	-	20.00	Reg.	1-	10	10	2 65	-	
Lynn, . . . . .	-	-	20.00	1½ T.	2 T.	10	9	59	-	
<i>Helpers.</i>										
Boston:										
One-horse, . . . . .	-	-	13.00	Reg.	1-	10	10	2 65	-	
Two-horse, . . . . .	-	-	15.00	Reg.	1-	10	10	2 65	-	
Truck, large, . . . . .	-	-	15.00	Reg.	1-	10	10	2 65	-	
Brockton, . . . . .	-	-	14.00	-	2 T.	9	9	54	-	
Lynn, . . . . .	-	-	16.00	1½ T.	2 T.	10	9	59	-	
<b>Furniture Teamsters.</b>										
Haverhill (chauffeurs), . . .	-	-	18.00	Reg.	Reg.	10	10	60	2	
Haverhill (chauffeurs' helpers), . . . . .	-	-	16.00	Reg.	Reg.	10	10	60	2	
<b>Grain and Mason Supply Handlers.</b>										
Springfield:										
One-horse, . . . . .	-	-	17.00	1½ T.	2 T.	10	5	55	12	
Two-horse, . . . . .	-	-	18.00	1½ T.	2 T.	10	5	55	12	
Chauffeurs (trucks, two tons and over), . . . . .	-	-	22.00	1½ T.	2 T.	10	5	55	12	
Chauffeurs (trucks, less than two tons), . . . . .	-	-	20.00	1½ T.	2 T.	10	5	55	12	
Helpers, . . . . .	-	-	16.00	1½ T.	2 T.	10	5	55	12	
<b>Ice Cart Drivers.</b>										
Brockton:										
Drivers, first year, . . . .	-	-	16.00	-	-	8	8	48	-	
Drivers, second year, . . .	-	-	17.00	-	-	8	8	48	-	
Helpers, . . . . .	-	-	15.00	-	-	8	8	48	-	
Fitchburg, . . . . .	-	-	16.00	Reg.	Reg.	10	10	60	-	
Lynn: . . . . .	-	-	16.50							
Chauffeurs, . . . . .	-	-	20.00	-	2 T.	-	-	-	-	
Ice drivers (November 1 to May 1), . . . . .	-	-	17.00	-	2 T.	-	-	-	-	
Route drivers (May 1 to November 1), . . . . .	-	-	20.00	-	2 T.	-	-	-	-	
Helpers, . . . . .	-	-	17.00	-	2 T.	-	-	-	-	
Natick, . . . . .	-	-	19.00	-	-	9	9	54	5	
<b>Laundry Wagon Drivers.</b>										
Boston:										
Chauffeurs (first three months), . . . . .	-	-	15.00	1½ T.	2 T.	9	9	54	12	
Chauffeurs (after three months), . . . . .	-	-	18.00	1½ T.	2 T.	9	9	54	12	
Drivers (first three months), . . . . .	-	-	15.00	1½ T.	2 T.	9	9	54	12	
Drivers (after three months), . . . . .	-	-	18.00	1½ T.	2 T.	9	9	54	12	

1 On holidays, double time; on Sundays, regular rate.

2 Work alternate Sundays, averaging 65 hours a week during entire year.

3 During 7 months of year receive \$15 a week; during 5 months of year receive \$16 a week.

4 During 5 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

5 Have weekly half-holiday of 4 hours, but make up time on other 5 days of the week.



TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Laundry Wagon Drivers</b> — Con.									
Boston — Con.									
Helpers (first three months),	-	-	\$13.00	1½ T.	2 T.	9	9	54	1 12
Helpers (after three months),	-	-	14.00	1½ T.	2 T.	9	9	54	1 12
Brockton,	-	-	14.00	-	-	3 -	3 -	3 -	-
<b>Lumber Teamsters.</b>									
<i>One-horse.</i>									
Beverly,	-	-	14.00	\$0.35	2 T.	9	5	50	12
Boston,	-	-	16.00	Reg.	Reg.	9	5	50	12
Brockton,	-	-	15.00	2 T.	2 T.	9	5	50	12
Lawrence,	-	-	14.40	1½ T.	1½ T.	8½	4½	48	12
Lynn,	-	-	15.00	.45	2 T.	9	5	50	12
Natick,	-	-	15.00	.35	2 T.	9	4 9	54	4 5
Salem,	-	-	15.00	-	-	9	5	50	12
Wakefield,	-	-	15.00	-	-	9	5 9	54	5 6
<i>Two-horse.</i>									
Beverly,	-	-	16.00	.35	2 T.	9	5	50	12
Boston,	-	-	18.00	Reg.	Reg.	9	5	50	12
Brockton,	-	-	16.50	2 T.	2 T.	9	5	50	12
Lawrence,	-	-	16.10	1½ T.	1½ T.	8½	4½	48	12
Lynn,	-	-	17.00	.45	2 T.	9	5	50	12
Natick,	-	-	16.00	.37	2 T.	9	4 9	54	4 5
Salem,	-	-	17.00	-	-	9	5	50	12
<i>Three-horse.</i>									
Boston,	-	-	19.00	Reg.	Reg.	9	5	50	12
Lynn,	-	-	18.00	.45	2 T.	9	5	50	12
<i>Four-horse.</i>									
Lynn,	-	-	19.00	.45	2 T.	9	5	50	12
<i>Chauffeurs.</i>									
Boston (first class),	-	-	20.00	Reg.	Reg.	9	5	50	12
Boston (second class),	-	-	18.00	Reg.	Reg.	9	5	50	12
Brockton,	-	-	18.00	2 T.	2 T.	9	5	50	12
Brockton (helpers),	-	-	16.00	2 T.	2 T.	9	5	50	12
Lynn (one-ton truck),	-	-	18.00	.45	2 T.	9	5	50	12
Lynn (over one-ton truck),	-	-	20.00	.45	2 T.	9	5	50	12
Salem (one-ton truck),	-	-	17.00	-	-	9	5	50	12
Salem (over one-ton truck),	-	-	18.00	-	-	9	5	50	12
<i>Helpers.</i>									
Lawrence,	-	-	12.50	1½ T.	1½ T.	8½	4½	48	12
Salem,	-	-	15.00	-	-	9	5	50	12
<i>Surveyors.</i>									
Boston,	-	-	20.00	Reg.	Reg.	9	5	50	12
<i>Tally Men.</i>									
Boston (first class),	-	-	20.00	Reg.	Reg.	9	5	50	12
Boston (second class),	-	-	18.00	Reg.	Reg.	9	5	50	12
Lynn,	-	-	18.00	.45	2 T.	9	5	50	12
Salem,	-	-	18.00	-	-	9	5	50	12
<i>Yardmen.</i>									
Boston,	-	-	15.00	Reg.	Reg.	9	5	50	12
Lynn,	-	-	15.00	.45	2 T.	9	5	50	12

1 Have weekly half-holiday of 4 hours, but make up time on other 5 days of the week.

2 Also commissions.

3 Work by routes; cover 1 route a day.

4 During 5 months, 5 hours on Saturday, 50 hours a week.

5 During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Market and Commission House Teamsters.</b>										
<b>Boston:</b>										
One-horse, . . . . .	-	-	\$16.50	\$0.40	2 T.	10½	6½	59	12	
Two-horse, . . . . .	-	-	18.50	.40	2 T.	10½	6½	59	12	
Three-horse, . . . . .	-	-	19.50	.40	2 T.	10½	6½	59	12	
Four-horse, . . . . .	-	-	20.50	.40	2 T.	10½	6½	59	12	
Chauffeurs (one-ton truck),	-	-	18.50	.40	2 T.	10½	6½	59	12	
Chauffeurs (three-ton truck), . . . . .	-	-	20.00	.40	2 T.	10½	6½	59	12	
Helpers, . . . . .	-	-	18.50	.40	2 T.	10½	6½	59	12	
<b>Milk Wagon Drivers.</b>										
<b>Boston:</b>										
Chauffeurs, . . . . .	-	-	1 20.00	Reg.	Reg.	9	9	63	-	
Drivers, . . . . .	-	-	2 20.00	Reg.	Reg.	10	10	3 70	-	
Drivers (one-horse), . . . . .	-	-	4 15.00	Reg.	Reg.	10	10	3 70	-	
Drivers (two-horse), . . . . .	-	-	18.00	Reg.	Reg.	10	10	3 70	-	
Helpers, . . . . .	-	-	4 15.00	Reg.	Reg.	10	10	3 70	-	
Route foremen, . . . . .	-	-	5 23.00	Reg.	Reg.	10	10	60	-	
<b>Newspaper Wagon Drivers.</b>										
<b>Boston:</b>										
Chauffeurs, . . . . .	-	\$3.00	6 22.00	.40	7 -	8	8	48	-	
Depot, . . . . .	-	2.50	-	.40	7 -	8	8	48	-	
Route, . . . . .	-	3.00	-	.40	7 -	8	8	48	-	
<b>Piano and Furniture Movers.</b>										
<b>Boston:</b>										
Chauffeurs, . . . . .	-	3.50	21.00	.40	2 T.	11	11	66	-	
Drivers, . . . . .	-	3.00	18.00	.40	2 T.	11	11	66	-	
Helpers, . . . . .	-	2.83½	17.00	.40	2 T.	11	11	66	-	
Packers, . . . . .	-	2.83½	17.00	.40	2 T.	11	11	66	-	
<b>Sand and Cement Teamsters.</b>										
<i>One-horse.</i>										
Boston, . . . . .	-	-	16.00	.30	2 T.	9	5	50	12	
Haverhill, . . . . .	-	-	15.50	1½ T.	2 T.	9	8 9	54	8 4	
Lynn, . . . . .	-	-	14.00	Reg.	1½ T.	9	9	54	-	
<i>Two-horse.</i>										
Boston, . . . . .	-	-	18.00	.35	2 T.	9	5	50	12	
Haverhill, . . . . .	-	-	16.50	1½ T.	2 T.	9	8 9	54	8 4	
Lynn, . . . . .	-	-	15.00	Reg.	1½ T.	9	9	54	-	
Natick, . . . . .	-	-	16.00	.37	2 T.	9	9 9	54	9 5	

<sup>1</sup> On September 1, 1917, rate was increased to \$23 for light truck chauffeurs, and two new rates were established; \$25 for medium truck and \$26 for heavy truck chauffeurs.

<sup>2</sup> Inexperienced drivers during first 3 months, \$15 a week; during second 3 months, \$17; during the next 7 months, \$18; after 13 months, \$20 a week; on September 1, 1917, rate for first 3 months was increased to \$18 a week, for second 3 months to \$21, and thereafter to \$25 a week.

<sup>3</sup> Work 7 days a week; during 7 months of year one day off each 3 weeks.

<sup>4</sup> On September 1, 1917, rate was increased \$3 a week.

<sup>5</sup> On September 1, 1917, rate was increased to \$28 a week.

<sup>6</sup> Paid \$4 for a day's work on Sunday.

<sup>7</sup> On holidays, double time.

<sup>8</sup> During 4 months, 5 hours on Saturday, 50 hours a week.

<sup>9</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Sand and Cement Teamsters — Con.</b>									
<i>Three-horse.</i>									
Boston, . . . . .	-	-	\$19.00	\$0.40	2 T.	9	5	50	12
<i>Chauffeurs.</i>									
Boston, . . . . .	-	-	21.00	.40	2 T.	9	5	50	12
Haverhill, . . . . .	-	-	18.00	1½ T.	2 T.	9	19	1 54	1 4
Haverhill (helpers), . . . . .	-	-	15.00	1½ T.	2 T.	9	19	1 54	1 4
<i>Tip Cart Drivers.</i>									
Boston, . . . . .	-	-	16.00	.30	2 T.	9	5	50	12
<b>Stablemen and Garagemen.</b>									
Boston:									
Brass polishers, . . . . .	-	-	15.00	.25	\$0.25	10	10	2 60 70	-
Feeders, . . . . .	-	-	15.00	.25	.25	10	10	2 60 70	-
Gasoline tank fillers, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Harness cleaners, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Horse clippers, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Hostlers, . . . . .	-	-	15.00	.25	.25	10	10	2 60 70	-
Oilers, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Tire setters, . . . . .	-	-	17.00	.25	.25	10	10	2 60 70	-
Washers, auto, . . . . .	-	-	18.00	.25	.25	10	10	2 60 70	-
Washers, team, . . . . .	-	-	17.00	.25	.25	10	10	2 60 70	-
Holyoke, . . . . .	-	-	16.00	1½ T.	1½ T.	9	9	63	-
Holyoke (helpers), . . . . .	-	-	14.50	1½ T.	1½ T.	9	9	63	-
Quincy, . . . . .	-	-	17.00	-	2 T.	12	12	4 75	-
Springfield, . . . . .	-	-	18.00	1½ T.	1½ T.	10	10	5 70	-
Springfield (riggers), . . . . .	-	-	21.00	1½ T.	1½ T.	9	9	54	-
<b>Teamsters, General.</b>									
<i>One-horse.</i>									
Boston (one ton), . . . . .	-	-	15.00	-	2 T.	11	11	66	-
Boston (over one ton), . . . . .	-	-	16.00	-	2 T.	11	11	66	-
Brockton, . . . . .	-	-	15.00	.25	2 T.	10	10	60	-
Holyoke, . . . . .	-	-	14.00	1½ T.	1½ T.	9	9	54	-
New Bedford, . . . . .	-	-	12.00	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	15.00	-	2 T.	12	12	4 75	-
Springfield, . . . . .	-	-	14.00	1½ T.	1½ T.	9½	9½	56	-
Taunton, . . . . .	-	-	12.00	.35	.35	9	9	54	-
Wakefield, . . . . .	-	-	15.00	-	-	9	9	54	-

<sup>1</sup> During 4 months, 5 hours on Saturday, 50 hours a week.

<sup>2</sup> During 6 months, no work on Sunday, 60 hours a week; during other 6 months, 10 hours on Sunday, 70 hours a week.

<sup>3</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>4</sup> Three hours on Sunday.

<sup>5</sup> One day off each month, without pay.

<sup>6</sup> Between 6 P.M. and 8 P.M., and between 4 A.M. and 6 A.M., 30 cents an hour; between 8 P.M. and 4 A.M., 45 cents an hour.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Teamsters, General — Con.									
Two-horse.									
Boston, . . . . .	-	-	\$18.00	1-	2 T.	11	11	66	-
Brockton, . . . . .	-	-	16.50	\$0.30	2 T.	10	10	60	-
Fitchburg, . . . . .	-	-	13.50	Reg.	Reg.	10	10	60	-
Holyoke, . . . . .	-	-	<sup>2</sup> 15.00	1½ T.	1½ T.	9	9	54	-
New Bedford, . . . . .	-	-	14.30	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	17.00	-	2 T.	12	12	<sup>3</sup> 75	-
Springfield, . . . . .	-	-	16.00	1½ T.	1½ T.	9½	9½	56	-
Taunton, . . . . .	-	-	14.00	.35	\$0.35	9	9	54	-
Three-horse.									
Boston, . . . . .	-	-	19.00	1-	2 T.	11	11	66	-
Holyoke, . . . . .	-	-	<sup>2</sup> 16.00	1½ T.	1½ T.	9	9	54	-
New Bedford, . . . . .	-	-	15.00	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	18.00	-	2 T.	12	12	<sup>3</sup> 75	-
Four-horse.									
Boston, . . . . .	-	-	20.00	1-	2 T.	11	11	66	-
New Bedford, . . . . .	-	-	16.50	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	20.00	-	2 T.	12	12	<sup>3</sup> 75	-
Five-horse.									
Boston, . . . . .	-	-	21.00	1-	2 T.	11	11	66	-
Six-horse.									
Boston, . . . . .	-	-	22.00	1-	2 T.	11	11	66	-
Teamsters (Not Stated).									
Fitchburg, . . . . .	-	-	15.00	Reg.	Reg.	10	10	60	-
Springfield (dump carts), . . . . .	-	-	14.00	1½ T.	1½ T.	9½	9½	56	-
Springfield (doing own rigging), . . . . .	-	-	18.00	1½ T.	1½ T.	9½	9½	56	-
Taunton, . . . . .	-	-	{ 11.00- 16.00 }	-	-	<sup>4</sup> 10	13	63½	<sup>5</sup> 4
Chauffeurs.									
Boston:									
Trucks, one ton or less, . . . . .	-	-	16.00	1-	2 T.	11	11	66	-
Trucks, over one ton to three tons, . . . . .	-	-	18.00	1-	2 T.	11	11	66	-
Trucks, over three tons, . . . . .	-	-	20.00	1-	2 T.	11	11	66	-
Fitchburg (heavy truck), . . . . .	-	-	15.00	Reg.	Reg.	10	10	60	-
Holyoke (trucks, three tons or less), . . . . .	-	-	<sup>2</sup> 17.00	1½ T.	1½ T.	9	9	54	-
Holyoke (trucks over three tons), . . . . .	-	-	<sup>2</sup> 19.00	1½ T.	1½ T.	9	9	54	-
Natick (heavy truck), . . . . .	-	-	20.00	.45	2 T.	9	<sup>6</sup> 9	<sup>6</sup> 54	<sup>6</sup> 5
New Bedford, . . . . .	-	-	16.50	Reg.	Reg.	10	10	60	-
Springfield (trucks, less than three tons), . . . . .	-	-	18.00	1½ T.	1½ T.	9½	9½	56	-
Springfield (trucks, over three tons), . . . . .	-	-	20.00	1½ T.	1½ T.	9½	9½	56	-
Helpers.									
Boston, . . . . .	-	-	16.00	1-	2 T.	11	11	66	-
Boston (lumpers), . . . . .	-	-	18.00	1-	2 T.	11	11	66	-
Brockton, . . . . .	-	-	14.00	-	2 T.	10	10	60	-

<sup>1</sup> Between 6 P.M. and 8 P.M., and between 4 A.M. and 6 A.M., 30 cents an hour; between 8 P.M. and 4 A.M., 45 cents an hour.

<sup>2</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>3</sup> Three hours on Sunday.

<sup>4</sup> Work 10½ hours on Friday.

<sup>5</sup> During 4 months have Wednesday half-holiday (5 hours).

<sup>6</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

TABLE 9. TEAMING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Teamsters, General — Con.</b>									
<i>Helpers — Con.</i>									
Fitchburg, . . . . .	-	-	\$12.00	Reg.	Reg.	10	10	60	-
Holyoke, . . . . .	-	-	<sup>1</sup> 14.00	1½ T.	1½ T.	9	9	54	-
Springfield, . . . . .	-	-	15.00	1½ T.	1½ T.	9½	9½	56	-
Springfield (lump helpers), .	<sup>2</sup> \$0.30	-	-	-	-	9½	9½	56	-

<sup>1</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>2</sup> Lump helpers receive not less than 30 cents an hour or fraction thereof; when moving pianos one hour's pay is deducted from aggregate hourly earnings, but 50 cents extra is paid per lift for straight away moving (meaning moving one piano); 75 cents extra if moving piano through single window, and \$1.25 extra if moving piano through double window.



TABLE 10. TELEPHONE AND TELEGRAPH SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Clerical Employees.</b>									
<b>Boston:</b>									
Clerks:									
Adjustment clerks, . . .	-	-	\$10.00	-	-	7½	4½	42	12
Contract information clerks, . . .	-	-	10.00	-	-	7½	4½	42	12
Plant clerks, . . .	-	-	10.00	-	-	7½	4½	42	12
Revenue account clerks, . . .	-	-	10.00	-	-	7½	4½	42	12
Senior clerks, . . .	-	-	15.00	-	-	7½	4½	42	12
Traffic managers' clerks, . . .	-	-	15.00	-	-	7½	4½	42	12
Instructors, operators, class 1, . . .	-	-	18.50	-	-	7½	4½	42	12
Instructors, operators, class 2, . . .	-	-	18.00	-	-	7½	4½	42	12
Luncheon attendants, . . .	-	-	7.00	-	-	7½	4½	42	12
Stenographers, . . .	-	-	10.00	-	-	7½	4½	42	12
Toll observers, . . .	-	-	15.00	-	-	7½	4½	42	12
Toll observers (senior), . . .	-	-	18.00	-	-	7½	4½	42	12
Typists, . . .	-	-	10.00	-	-	7½	4½	42	12
North Adams (clerks), . . .	-	<sup>2</sup> \$3.25	19.50	-	-	8	8	48	4
<b>Pittsfield:</b>									
Clerks (plant dept.), . . .	-	<sup>3</sup> 3.25	-	1½ T.	4-	8	8	48	3
Storekeepers, . . .	-	<sup>3</sup> 4.00	-	1½ T.	4-	8	8	48	3
Storekeepers' helpers, . . .	-	<sup>3</sup> 3.75	-	1½ T.	4-	8	8	48	3
Salem (plant dept.), . . .	-	3.00	-	1½ T.	1½ T.	8	<sup>5</sup> 8	<sup>5</sup> 48	<sup>5</sup> 3
<b>Electrical Workers (Telephone Workers).</b>									
<b>Boston:</b>									
Cable pullers, . . .	-	3.00	-	1½ T.	1½ T.	8	8	48	3½
Cable splicers, . . .	\$0.50	4.00	24.00	1½ T.	1½ T.	8	8	48	3½
Cable splicers, first class, . . .	.59¾	4.75	28.50	1½ T.	1½ T.	8	8	48	3½
Cable splicers, head, . . .	.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	3½
Cable splicers' helpers, . . .	.37½	3.00	18.00	1½ T.	1½ T.	8	8	48	3½
Linemen, . . .	-	3.75	22.50	1½ T.	1½ T.	8	8	48	3
Linemen, foremen, . . .	-	5.00	30.00	1½ T.	1½ T.	8	8	48	3
Linemen, head, . . .	-	4.25	25.50	1½ T.	1½ T.	8	8	48	3
Line repairmen, . . .	-	4.00	24.00	1½ T.	1½ T.	8	8	48	3
<b>Boston (central office):</b>									
Repairmen, chief, . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Repairmen, class A, . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, class B, . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Testmen, class "A" toll, . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Testmen, first class, . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Testmen, senior, . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Wire chief's clerks, general, . . .	-	-	22.50	1½ T.	1½ T.	8	8	48	4
Wire chief's clerks, senior, . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	4
<b>Boston (other employees):</b>									
Foremen, . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Foremen, sub-, . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4
Installers, private branch exchange, class A, . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Installers, private branch exchange, class B, . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Installers, sub-station, class C, . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4
Repairmen, combination line, . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, sub-station, class A, . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, sub-station, class B, . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4

<sup>1</sup> Symbols signify as follows: Reg.=Regular rate; 1½ T.=One and one-half time.<sup>2</sup> Prevailing rates; no agreement establishing a minimum rate.<sup>3</sup> On September 2, 1917, rate was increased 25 cents a day.<sup>4</sup> On Sundays, time and one-half; on holidays, double time.<sup>5</sup> During 3 months, 4½ hours on Saturday, 4½ hours a week.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
Electrical Workers (Tele- phone Workers) — Con.										
Fitchburg (central office):										
Cable splicers, . . . . .	-	1 \$4.25	-	1½ T.	2-	38	28	348	33	
Foremen, . . . . .	-	14.50	-	1½ T.	2-	38	38	348	33	
Groundmen, . . . . .	-	12.50	-	1½ T.	2-	38	48	348	33	
Installers, sub-station, first class, . . . . .	-	14.00	-	1½ T.	2-	38	38	348	33	
Installers, sub-station, sec- ond class, . . . . .	-	13.50	-	1½ T.	2-	38	38	348	33	
Linemen, first class, . . . . .	-	13.50	-	1½ T.	2-	38	38	348	33	
Repairmen, first class, . . . . .	-	14.00	-	1½ T.	2-	38	38	348	33	
Repairmen, second class, . . . . .	-	13.75	-	1½ T.	2-	38	38	348	33	
Stock clerks, . . . . .	-	12.50	-	1½ T.	2-	38	38	348	33	
Testmen, first class, . . . . .	-	14.25	-	1½ T.	2-	38	38	348	33	
Lynn:										
Cable splicers, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Cable splicers, head, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4	
Cable splicers' helpers, . . . . .	-	2.75	-	1½ T.	1½ T.	8	8	48	4	
Installers, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4	
Installers, equipment, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Linemen, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4	
Linemen, head, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, central office, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, line, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, senior, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4	
New Bedford:										
Cable splicers, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Installers, private branch exchange, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	-	
Installers, private branch exchange, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Installers, foremen, . . . . .	-	4.75	\$28.50	1½ T.	1½ T.	8	8	48	-	
Linemen, . . . . .	-	3.50	21.00	1½ T.	1½ T.	8	8	48	-	
Repairmen, first class, . . . . .	-	4.00	24.00	1½ T.	1½ T.	8	8	48	-	
Repairmen, second class, . . . . .	-	3.75	22.50	1½ T.	1½ T.	8	8	48	-	
Testmen, class "A" toll, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	-	
North Adams:										
Ground men, . . . . .	-	12.75	16.50	1½ T.	2 T.	8	8	48	4	
Installers, . . . . .	-	13.50	21.00	1½ T.	2 T.	8	8	48	4	
Linemen, . . . . .	-	13.50	21.00	1½ T.	2 T.	8	8	48	4	
Linemen, foremen, . . . . .	-	14.75	28.50	1½ T.	2 T.	8	8	48	4	
Repairmen, central office, . . . . .	-	14.00	24.00	1½ T.	2 T.	8	8	48	4	
Testmen, . . . . .	-	14.25	25.50	1½ T.	2 T.	8	8	48	4	
Wire chiefs, . . . . .	-	-	128.00	1½ T.	2 T.	8	8	48	4	
Pittsfield:										
Cable splicers, . . . . .	-	44.25	-	1½ T.	2-	8	8	48	3	
Cable splicers, head, . . . . .	-	44.50	-	1½ T.	2-	8	8	48	3	
Cable splicers' helpers, . . . . .	-	43.00	-	1½ T.	2-	8	8	48	3	
Installers, central office, class A, . . . . .	-	44.00	-	1½ T.	2-	8	8	48	3	
Installers, central office, class B, . . . . .	-	43.75	-	1½ T.	2-	8	8	48	3	
Installers, foremen, . . . . .	-	44.75	-	1½ T.	2-	8	8	48	3	
Installers, sub-station, class A, . . . . .	-	44.00	-	1½ T.	2-	8	8	48	3	
Installers, sub-station, class B, . . . . .	-	43.75	-	1½ T.	2-	8	8	48	3	

<sup>1</sup> Prevailing rates; no agreement establishing a minimum rate.<sup>2</sup> On Sundays, time and one-half; on holidays, double time.<sup>3</sup> During 3 months, linemen work 9 hours on 5 days, no work on Saturday, and stationmen work 8 hours on 4 days, 7½ hours on 1 day, and 4½ hours on Saturday.<sup>4</sup> On September 2, 1917, rate was increased 25 cents a day.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Electrical Workers (Telephone Workers) — Con.</b>										
<b>Pittsfield — Con.</b>										
Installers, sub-station, class C, . . . . .	-	1 \$3.50	-	1½ T.	2-	8	8	48	3	
Linemen, . . . . .	-	1 3.50	-	1½ T.	2-	8	8	48	3	
Linemen, foremen, . . . . .	-	1 4.75	-	1½ T.	2-	8	8	48	3	
Linemen, sub-foremen, . . . . .	-	1 4.25	-	1½ T.	2-	8	8	48	3	
Linemen, head, . . . . .	-	1 4.00	-	1½ T.	2-	8	8	48	3	
Maintenance men, power plant, . . . . .	-	1 3.75	-	1½ T.	2-	8	8	48	3	
Repairmen, central office, class A, . . . . .	-	1 4.00	-	1½ T.	2-	8	8	48	3	
Repairmen, line, . . . . .	-	1 3.75	-	1½ T.	2-	8	8	48	3	
Repairmen, sub-station, class A, . . . . .	-	1 4.00	-	1½ T.	2-	8	8	48	3	
Testmen, class A, . . . . .	-	1 4.25	-	1½ T.	2-	8	8	48	3	
<b>Salem:</b>										
Cable splicers, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	3	
Cable splicers, head, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	3	
Cable splicers' helpers, . . . . .	-	2.75	-	1½ T.	1½ T.	8	8	48	3	
Installers, private branch exchange, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	3	
Installers, private branch exchange, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	3	
Linemen, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	3	
Linemen, head, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	3	
Repairmen, central office, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	3	
Repairmen, line, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	3	
Testmen, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	3	
Testmen, senior, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	3	
<b>Saunton:</b>										
Cable splicers, . . . . .	-	4.50	-	1½ T.	-	8	8	48	4	
Cable splicers' helpers, . . . . .	-	2.50	-	1½ T.	-	8	8	48	4	
Electrical workers, n. s., central office, . . . . .	-	4.00	-	1½ T.	-	8	8	48	4	
Foremen, gang, . . . . .	-	4.50	-	1½ T.	-	8	8	48	4	
Groundmen, . . . . .	-	2.25	-	1½ T.	-	8	8	48	4	
Installers, sub-station, first class, . . . . .	-	3.50	-	1½ T.	-	8	8	48	4	
Linemen, first class, . . . . .	-	3.50	-	1½ T.	-	8	8	48	4	
Linemen, second class, . . . . .	-	3.00	-	1½ T.	-	8	8	48	4	
Repairmen, combination line, . . . . .	-	3.75	-	1½ T.	-	8	8	48	4	
Repairmen, sub-station, first class, . . . . .	-	3.75	-	1½ T.	-	8	8	48	4	
Testmen, first class, . . . . .	-	4.25	-	1½ T.	-	8	8	48	4	
Testmen, second class, . . . . .	-	3.75	-	1½ T.	-	8	8	48	4	
<b>Worcester:</b>										
Cable splicers, . . . . .	-	{ 3.50 4.00 4.25 4.50 }	-	1½ T.	2-	8	8	48	4	
Cable splicers, head, . . . . .	-	5.00	-	1½ T.	2-	8	8	48	4	
Cable splicers' helpers, . . . . .	-	3.00	-	1½ T.	2-	8	8	48	4	
Foremen, gang, . . . . .	-	4.75	-	1½ T.	2-	8	8	48	4	
Foremen, sub-, . . . . .	-	4.25	-	1½ T.	2-	8	8	48	4	
Installers, private branch exchange, class A, . . . . .	-	4.25	-	1½ T.	2-	8	8	48	4	
Installers, private branch exchange, class B, . . . . .	-	4.00	-	1½ T.	2-	8	8	48	4	

<sup>1</sup> On September 2, 1917, rate was increased 25 cents a day.

<sup>2</sup> On Sundays, time and one-half; on holidays, double time.

<sup>3</sup> During 3 months, 4½ hours on Saturday, 4½ hours a week.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Telephone Workers) — Con.</b>									
Worcester — Con.									
Installers, sub-station, class C, . . . . .	-	\$3.75	-	1½ T.	1-	8	8	48	4
Linemen, . . . . .	-	3.75	-	1½ T.	1-	8	8	48	4
Linemen, head, . . . . .	-	4.25	-	1½ T.	1-	8	8	48	4
Repairmen, central office, . .	-	4.50	-	1½ T.	1-	8	8	48	4
Repairmen, line, . . . . .	-	4.25	-	1½ T.	1-	8	8	48	4
Repairmen, sub-station, class A, . . . . .	-	4.00	-	1½ T.	1-	8	8	48	4
Testmen, class "A" toll, . . .	-	5.00	-	1½ T.	1-	8	8	48	4
Testmen, class "B" toll, . . .	-	4.50	-	1½ T.	1-	8	8	48	4
Testmen, first class, . . . . .	-	4.50	-	1½ T.	1-	8	8	48	4
Testmen, senior, . . . . .	-	4.75	-	1½ T.	1-	8	8	48	4

<sup>1</sup> On Sundays, time and one-half; on holidays, double time.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

**Telephone Employees.**

*General Note.* — The data with reference to telephone employees were compiled from information furnished by the New England Telephone and Telegraph Company as of July 1, 1917. In December, 1917, and again in February and March, 1918, the schedules of rates were revised, the changes representing in most instances advances in wages.

The rates shown on page 86 apply to all employees of the Company covered by the several schedules, irrespective of their connection with unions of their craft. In each of the following municipalities there is an organization of telephone operators: — Boston (also an organization of clerical telephone employees), Brockton, Concord, Fall River, Fitchburg, Framingham, Haverhill, Lawrence, Lowell, Lynn, New Bedford, Newburyport, North Adams, Pittsfield (including Great Barrington), Salem, Springfield, Taunton, and Worcester.

The exchanges were classified in five groups and a different wage schedule has been adopted for each group of exchanges. The exchanges in Massachusetts to which the several schedules apply are as follows:

*Schedule A, Boston, Metropolitan Division.*

Brockton.	Holyoke.	Lynn.	Salem.
Fall River.	Lawrence.	New Bedford.	Springfield.
Haverhill.	Lowell.	Pittsfield.	Worcester.

*Schedule B.*

Fitchburg.	North Adams.
Framingham.	Northampton.
Gloucester.	Taunton.
Greenfield.	

*Schedule C.*

Amesbury.	Danvers.	Marlborough.	Saugus.
Amherst.	Falmouth.	Middleborough.	Sharon.
Andover.	Franklin.	Milford.	Southbridge.
Athol.	Gardner.	Nahant.	Stoughton.
Ayer.	Hudson.	Natick.	Walpole.
Beverly.	Hyannis.	Newburyport.	Wareham.
Buzzards Bay.	Leominster.	Peabody.	Webster.
Chicopee.	Mansfield.	Plymouth.	Westfield.
Clinton.	Marblehead.	Rockland.	Whitman.
Concord.			

*Schedule D.*

Beverly Farms.	Hamilton.	Nantucket.	Scituate.
Bridgewater.	Ipswich.	Orchard.	Ware.
Cotuit.	Lee.	Palmer.	Westborough.
Easthampton.	Manchester.	Rockport.	Winchendon.
Great Barrington.	Martha's Vineyard.		

The hours of labor for clerks are usually 48 per week (six days of eight hours each) and for operators range from 32 to 48 per week, varying according to exchanges and time of assignment. Student operators, operators, senior operators, and supervisors assigned to forenoon-evening or afternoon-evening tricks are paid \$1.00 more per week than day employees of corresponding service. Operators on "night, second half" assignments (10 P.M. to 7 A.M.) are paid \$2.00 per week more than day operators of corresponding service. Operators on "half night" assignments (10 P.M. to 7 A.M., sleeping 12.00 to 6 A.M.) are paid at the rate of day operators up to a maximum of \$10.00 (class B), \$9.50 (class C), and \$8.50 (class D). Operators are paid at the rate of time and one-half for overtime and Sundays and double time for holidays. Part-time operators receive \$0.15 per hour on assignment, \$0.16 at end of three months, \$0.17 at end of six months, and \$0.18 at end of 12 months.



TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS.	WEEKLY RATES OF WAGES — DAY ASSIGNMENTS <sup>1</sup>			
	Schedule A <sup>2</sup>	Schedule B <sup>2</sup>	Schedule C <sup>2</sup>	Schedule D <sup>2</sup>
<b>Telephone Employees.</b>				
<i>Clerks.</i> <sup>1</sup>				
Clerks, chief, . . . . .	{ <sup>3</sup> \$14.00 17.00 }	-	-	-
Clerks, senior, . . . . .	{ <sup>3</sup> 10.00 15.00 }	-	{ <sup>3</sup> \$8.00 12.00 }	-
Clerks, . . . . .	{ <sup>3</sup> 9.00 14.00 }	<sup>3</sup> \$9.00 12.00	<sup>2</sup> 7.00 11.00	-
<i>Operators.</i> <sup>1</sup>				
During training period (student), . . . . .	5.00	4.00	4.00	\$3.00
On assignment, student operator, . . . . .	6.00	6.00	6.00	6.00
At end of 3 months, . . . . .	7.00	7.00	6.50	6.50
At end of 6 months, . . . . .	-	-	7.00	7.00
At end of 8 months, . . . . .	8.00	8.00	-	-
At end of 9 months, . . . . .	-	-	7.50	7.50
At end of 1 year, . . . . .	9.00	8.50	8.00	8.00
At end of 1½ years, . . . . .	9.50	9.00	9.00	8.50
At end of 2 years, . . . . .	10.00	9.50	9.50	9.00
At end of 2½ years, . . . . .	10.50	10.00	10.00	-
At end of 3 years, . . . . .	11.00	10.50	10.50	9.50
At end of 3½ years, . . . . .	11.50	-	-	-
At end of 4 years, . . . . .	12.00	11.00	11.00	10.00
At end of 4½ years, . . . . .	-	-	-	-
At end of 5 years, . . . . .	12.50	11.50	-	-
At end of 5½ years, . . . . .	-	-	-	-
At end of 6 years, . . . . .	13.00	12.00	-	-
At end of 7 years, . . . . .	14.00	-	-	-
<i>Operators, Senior.</i> <sup>1</sup>				
On assignment, <sup>3</sup> . . . . .	10.00	10.00	9.00	9.00
Maximum, <sup>2</sup> . . . . .	15.00	13.00	12.00	11.00
<i>Supervisors.</i> <sup>1</sup>				
On assignment, <sup>1</sup> . . . . .	15.50	13.50	12.50	11.50
Maximum, <sup>2</sup> . . . . .	17.00	15.00	14.00	13.00

<sup>1</sup> See paragraph 4 of "General Note" on page 85.<sup>2</sup> See paragraph 3 of "General Note" on page 85.<sup>3</sup> An increase of \$0.50 per week is granted every six months until maximum salary is reached.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Telegraphers, Commercial.</b>									
<b>Boston:</b>									
Brokers, . . . . .	-	-	{ \$30.50 } 35.00	Reg.	Reg.	8	8	48	-
Bureau points, . . . . .	-	-	37.50	-	-	-	-	-	-
International News Service, . . . . .	-	-	<sup>1</sup> 38.50	Reg.	Reg.	8	8	48	-
Newspapers, private, . . . . .	\$0.75	-	-	-	-	8	8	48	-
Postal Service, . . . . .	-	-	{ 11.00- 19.26	} Reg.	Reg.	9	9	54	-
United Press, . . . . .	-	-	27.50	Reg.	Reg.	8½	8½	51	-
Western Union, . . . . .	-	-	{ 11.00- 25.00	} Reg.	Reg.	8	8	48	-
<b>Springfield:</b>									
International News Service, . . . . .	-	-	26.50	-	-	7½	7½	45	-
Newspapers, associated, . . . . .	-	-	<sup>2</sup> 27.50	-	-	7½	7½	45	-
United Press (minimum office), . . . . .	-	-	25.00	-	-	8	8	48	-

<sup>1</sup> On November 15, 1917, rate was increased to \$40.50.

<sup>2</sup> On September 1, 1917, rate was increased to \$30.

TABLE 11. THEATRICAL EMPLOYMENT.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY — <sup>1</sup>			OVERTIME <sup>2</sup>		HOURS OF LABOR <sup>1</sup>			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Carpenters (Combination Houses).</b>									
Boston, . . . . .	—	—	\$30.00	\$0.75	\$0.75	—	—	—	—
Fall River, . . . . .	—	—	\$ 22.00	—	4.50	—	—	—	—
Fitchburg, . . . . .	\$2.00	—	22.00	.50	.50	—	—	—	—
Haverhill, . . . . .	—	\$3.33 $\frac{1}{3}$	20.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	\$ 5.00	25.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	5 00	25.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	\$ 25.00	—	—	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	5 00	20.00	.50	7 —	—	—	—	—
Northampton, . . . . .	—	4.00	20.00	.40	.80	—	—	—	—
Pittsfield, . . . . .	—	—	22.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	25.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	—	27.00	—	1.10	—	—	—	—
Taunton, . . . . .	—	—	22.50	.50	.50	—	—	—	—
Waltham, <sup>3</sup> . . . . .	—	4.00	22.00	.60	2 T.	—	—	—	—
Worcester, . . . . .	—	—	25.00	.50	9 —	—	—	—	—
<b>Carpenters (Stock Theatres).</b>									
Boston, . . . . .	—	—	35.00	.75	.75	—	—	—	—
Brockton, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	35.00	—	4.50	—	—	—	—
Fitchburg, . . . . .	2.00	—	25.00	10 .50	10 .50	—	—	—	—
Haverhill, . . . . .	—	4.16 $\frac{2}{3}$	25.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	\$ 5.00	25.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	30.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	\$ 30.00	—	—	—	—	—	—
Lynn, . . . . .	—	—	30.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
Northampton, . . . . .	—	—	27.00	—	—	—	—	—	—
Pittsfield, . . . . .	—	—	28.00	.75	1.00	—	—	—	—
Springfield, . . . . .	—	—	27.00	—	1.10	—	—	—	—
Taunton, . . . . .	—	—	22.50	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	30.00	.75	2 T.	—	—	—	—
Worcester, . . . . .	—	—	30.00	.50	2 T.	—	—	—	—
<b>Carpenters (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	30.00	.75	.75	—	—	—	—
Brockton, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	\$ 22.00	—	4.50	—	—	—	—
Fitchburg, . . . . .	2.00	—	20.00	.50	.50	—	—	—	—
Haverhill (small houses), . . . . .	—	3.33 $\frac{1}{3}$	20.00	.50	1 $\frac{1}{2}$ T.	—	—	—	—

<sup>1</sup> With the exception of stationary firemen and moving picture operators there are no regular hours for employees in this classification. Wages are paid by the performance, by the day, or by the week, regardless of the number of hours worked. The three rates in the different localities are shown, where possible, but have no connection with each other, although entered on the same line for convenience.

<sup>2</sup> Overtime is any time worked before hour set for reporting at theatre, or after stage has been cleared after performance, or work on Sunday. Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular time; 1 $\frac{1}{2}$  T.=One and one-half time; 2 T.=Double time.

<sup>3</sup> On September 1, 1917, rate was increased \$3 a week.

<sup>4</sup> On September 1, 1917, rate was increased to \$1 an hour.

<sup>5</sup> For work on Sunday.

<sup>6</sup> Rate effective September 1, 1917; former rate not stated.

<sup>7</sup> On holidays, regular rate; on Sundays, double time.

<sup>8</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>9</sup> On Sunday, double time, except regular rate when putting on show.

<sup>10</sup> Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Carpenters (Vaudeville Houses) — Con.									
Holyoke, . . . . .	—	1 \$5 00	\$25 00	\$0.50	\$9 50	—	—	—	—
Lawrence, . . . . .	—	—	21 00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	25 00	—	—	—	—	—	—
Lynn, . . . . .	—	—	30 00	.50	.75	—	—	—	—
Lynn (picture houses), . . . . .	—	—	36 00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	25 00	.50	1 00	—	—	—	—
North Adams, . . . . .	—	5.00	20 00	.50	3 —	—	—	—	—
Pittsfield, . . . . .	—	—	20 00	.75	1 00	—	—	—	—
Salem, . . . . .	—	—	18 00	.50	.75	—	—	—	—
Springfield, . . . . .	—	—	27 00	—	1 10	—	—	—	—
Taunton, . . . . .	—	—	22 50	.50	.50	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	4.00	22 00	.60	2 T.	—	—	—	—
Worcester, . . . . .	—	—	25 00	.50	2 T.	—	—	—	—
Carpenters, Assistant (Combination Houses).									
New Bedford, . . . . .	—	—	22 50	.50	1 00	—	—	—	—
Northampton, . . . . .	—	3.50	18 00	.30	.60	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	18 00	.50	2 T.	—	—	—	—
Carpenters, Assistant (Stock Theatres).									
Haverhill, . . . . .	—	—	22 50	.50	.75	—	—	—	—
Lowell, . . . . .	—	—	25 00	—	—	—	—	—	—
New Bedford, . . . . .	—	—	22 50	.50	1 00	—	—	—	—
Northampton, . . . . .	—	—	23 00	—	—	—	—	—	—
Pittsfield, . . . . .	—	—	20 00	.75	1 00	—	—	—	—
Salem, . . . . .	—	—	20 00	.50	.75	—	—	—	—
Waltham, . . . . .	—	—	20 00	.50	2 T.	—	—	—	—
Carpenters, Assistant (Vaudeville Houses).									
New Bedford, . . . . .	—	—	22 50	.50	1 00	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	18 00	.50	2 T.	—	—	—	—
Electricians (Combination Houses).									
Boston, . . . . .	—	—	25 00	.75	.75	—	—	—	—
Fall River, . . . . .	\$1.50	—	—	—	5 50	—	—	—	—
Fitchburg, . . . . .	1.50	—	16 00	.50	.50	—	—	—	—
Holyoke, . . . . .	1.50	—	18 00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	18 00	—	.75	—	—	—	—
Lowell, . . . . .	2 1.50	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	22 50	.50	1 00	—	—	—	—
Northampton, . . . . .	—	3.50	18 00	.30	.60	—	—	—	—
Pittsfield, . . . . .	1.75	—	20 00	.75	1 00	—	—	—	—
Salem, . . . . .	—	—	21 00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22 00	—	1 00	—	—	—	—

<sup>1</sup> Rate per day, except in moving picture houses where there is a vaudeville performance or a concert on Sunday, when \$7.50 is paid.

<sup>2</sup> Rate effective September 1, 1917; former rate not stated.

<sup>3</sup> On holidays, regular rate; on Sundays, double time.

<sup>4</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>5</sup> On September 1, 1917, rate was increased to 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Electricians (Combination Houses) — Con.</b>									
Taunton, . . . . .	—	—	\$18.00	\$0.50	\$0.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 —	—	—	—	—
<b>Electricians (Stock Theatres).</b>									
Boston, . . . . .	—	—	30.00	.75	.75	—	—	—	—
Fitchburg, . . . . .	\$1.50	—	16.00	<sup>3</sup> .50	<sup>3</sup> .50	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	18.00	—	.75	—	—	—	—
Lowell, . . . . .	<sup>4</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	<sup>5</sup> 18.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Northampton, . . . . .	—	—	23.00	—	—	—	—	—	—
Pittsfield, . . . . .	1.75	—	22.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	19.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	\$4.50	22.00	—	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	22.00	.60	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Electricians (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	25.00	.75	.75	—	—	—	—
Fitchburg, . . . . .	1.50	—	16.00	.50	.50	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	18.00	—	.75	—	—	—	—
Lowell, . . . . .	<sup>4</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	—	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Firemen, Stationary.</b>									
Worcester, . . . . .	—	—	{ 18.00 } 20.00 }	—	—	8	8	48	—
<b>Flymen (Combination Houses).</b>									
Boston, . . . . .	2.00	—	—	.50	.50	—	—	—	—
Fall River, . . . . .	1.50	—	—	—	<sup>6</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>4</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	16.50	.50	<sup>7</sup> —	—	—	—	—
Northampton, . . . . .	1.00	—	—	.30	.60	—	—	—	—
Northampton (head), . . . . .	1.50	—	15.00	.30	.60	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—

<sup>1</sup> Same rates apply in Framingham, Natick, and Newton.<sup>2</sup> On Sunday, double time, except regular rate when putting on show.<sup>3</sup> Per morning of 3 hours or less, 75 cents.<sup>4</sup> Rate effective September 1, 1917; former rate not stated.<sup>5</sup> On September 1, 1917, rate was increased to \$22 a week.<sup>6</sup> On September 1, 1917, rate was increased to 75 cents.<sup>7</sup> On holidays, regular rate; on Sundays, double time.



TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Flymen (Combination Houses) — Con.									
Salem, . . . . .	—	—	\$15.00	\$0.50	\$7.75	—	—	—	—
Springfield, . . . . .	\$2.00	—	20.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	.50	2 —	—	—	—	—
Flymen (Stock Theatres).									
Boston, . . . . .	—	—	20.00	.50	.50	—	—	—	—
Fall River, . . . . .	—	—	20.00	—	\$ .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill, . . . . .	1.50	\$3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>s</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	<sup>s</sup> 1.50	—	18.00	.50	7.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Northampton, . . . . .	1.00	—	—	—	—	—	—	—	—
Northampton (head), . . . . .	1.50	—	15.00	—	—	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	2.00	—	20.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Flymen (Vaudeville Houses).									
Boston, . . . . .	—	—	20.00	.50	.50	—	—	—	—
Fall River, . . . . .	—	—	<sup>s</sup> 17.00	—	\$ .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill (small houses), . . . . .	—	2.80	16.80	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>s</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	16.50	.50	9 —	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	2.00	—	20.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Grips (Combination Houses).									
Boston, . . . . .	1.75	—	—	.50	.50	—	—	—	—
Fall River, . . . . .	1.50	—	—	—	\$ .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—

<sup>1</sup> Same rates apply in Framingham, Natick, and Newton.<sup>2</sup> On Sunday, double time, except regular rate when putting on show.<sup>3</sup> On September 1, 1917, rate was increased to 75 cents.<sup>4</sup> Per morning of 3 hours or less, 75 cents.<sup>5</sup> Rate effective September 1, 1917; former rate not stated.<sup>6</sup> On September 1, 1917, rate was increased to \$1.75 a performance.<sup>7</sup> For a performance on Sunday, \$3.<sup>8</sup> On September 1, 1917, rate was increased to \$18 a week.<sup>9</sup> On holidays, regular rate; on Sundays, double time.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Grips (Combination Houses) — Con.									
Lawrence, . . . . .	\$1.75	—	—	—	1½ T.	—	—	—	—
Lowell, . . . . .	<sup>1</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	\$18.00	\$0.50	\$1.00	—	—	—	—
North Adams, . . . . .	1.50	—	—	.50	<sup>2</sup> —	—	—	—	—
Northampton, . . . . .	1.00	—	—	.30	.60	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>3</sup> . . . . .	—	—	17.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	.50	<sup>4</sup> —	—	—	—	—
Grips (Stock Theatres).									
Boston, . . . . .	1.50	—	20.00	.50	.50	—	—	—	—
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	20.00	—	<sup>5</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	<sup>6</sup> .50	<sup>6</sup> .50	—	—	—	—
Haverhill, . . . . .	1.50	\$3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	18.00	—	—	—	—	—	—
Lowell, . . . . .	<sup>1</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	<sup>7</sup> 1.50	—	18.00	.50	<sup>8</sup> .75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Northampton, . . . . .	1.00	—	—	—	—	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	17.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Grips (Vaudeville Houses).									
Boston, . . . . .	—	—	20.00	.50	.50	—	—	—	—
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>9</sup> 17.00	—	<sup>5</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill (small houses), . . . . .	—	2.80	16.80	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>1</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	1.50	—	—	.50	<sup>2</sup> —	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>3</sup> . . . . .	—	—	16.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—

<sup>1</sup> Rate effective September 1, 1917; former rate not stated.

<sup>2</sup> On holidays, regular rate; on Sundays, double time.

<sup>3</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>4</sup> On Sunday, double time, except regular rate when putting on show.

<sup>5</sup> On September 1, 1917, rate was increased to 75 cents.

<sup>6</sup> Per morning of 3 hours or less, 75 cents.

<sup>7</sup> On September 1, 1917, rate was increased to \$1.75 a performance.

<sup>8</sup> For a performance on Sunday, \$3.

<sup>9</sup> On September 1, 1917, rate was increased to \$18 a week.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- formance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Lighting Operators (Com- bination Houses).</b>									
Boston:									
Bridge and stage, . . .	\$1.75	—	\$12.00	\$0.50	\$0.50	—	—	—	—
Flying bridge, . . .	2.50	—	—	.50	.50	—	—	—	—
Front, . . .	2.00	—	14.00	.50	.50	—	—	—	—
Fall River, . . .	1.50	—	—	—	1.50	—	—	—	—
Haverhill (bridge and front), . . .	1.50	\$3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage), . . .	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke, . . .	1.50	—	—	.50	.50	—	—	—	—
Lawrence, . . .	1.50	—	—	—	—	—	—	—	—
Lowell, . . .	<sup>2</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . .	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front), . . .	1.50	—	—	.50	<sup>3</sup> —	—	—	—	—
Northampton (front), . . .	1.50	—	—	.30	.60	—	—	—	—
Northampton (stage), . . .	1.00	—	—	.30	.60	—	—	—	—
Pittsfield (front), . . .	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage), . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem (bridge and stage), . . .	—	—	15.00	.50	.75	—	—	—	—
Salem (front), . . .	—	—	18.00	.50	.75	—	—	—	—
Springfield, . . .	1.50	—	—	.50	1.00	—	—	—	—
Taunton (front and stage), . . .	—	—	16.00	.50	.50	—	—	—	—
Worcester (picture houses, front), . . .	1.50	—	—	—	—	—	—	—	—
Worcester (picture houses, stage), . . .	1.25	—	—	—	—	—	—	—	—
<b>Lighting Operators (Stock Theatres).</b>									
Boston (bridge and stage), . . .	1.50	—	—	.50	.50	—	—	—	—
Boston (front), . . .	1.50	—	14.00	.50	.50	—	—	—	—
Haverhill (bridge and front), . . .	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage), . . .	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke, . . .	1.50	—	—	.50	.50	—	—	—	—
Lawrence, . . .	1.50	—	—	—	—	—	—	—	—
Lowell, . . .	<sup>2</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . .	1.50	—	—	.50	1.00	—	—	—	—
Northampton, . . .	1.00	—	—	—	—	—	—	—	—
Pittsfield (front), . . .	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage), . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem (bridge and stage), . . .	—	—	15.00	.50	.75	—	—	—	—
Salem (front), . . .	—	—	18.00	.50	.75	—	—	—	—
Springfield, . . .	1.50	—	—	.50	1.00	—	—	—	—
Taunton (front and stage), . . .	—	—	16.00	.50	.50	—	—	—	—
<b>Lighting Operators (Vaudeville Houses).</b>									
Boston (bridge and stage), . . .	1.75	—	18.00	.50	.50	—	—	—	—
Boston (front), . . .	2.00	—	21.00	.50	.50	—	—	—	—
Haverhill (bridge and front), . . .	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage), . . .	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke, . . .	1.50	—	—	.50	.50	—	—	—	—
Lawrence, . . .	1.50	—	—	—	—	—	—	—	—
Lowell, . . .	<sup>2</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . .	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front), . . .	1.50	—	—	.50	<sup>3</sup> —	—	—	—	—
Pittsfield (front), . . .	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage), . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem (bridge and stage), . . .	—	—	15.00	.50	.75	—	—	—	—
Salem (front), . . .	—	—	18.00	.50	.75	—	—	—	—
Springfield, . . .	1.50	—	—	.50	1.00	—	—	—	—
Taunton (front and stage), . . .	—	—	16.00	.50	.50	—	—	—	—

<sup>1</sup> On September 1, 1917, rate was increased to 75 cents.

<sup>2</sup> Rate effective September 1, 1917; former rate not stated.

<sup>3</sup> On holidays, regular rate; on Sundays, double time.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Moving Picture Operators.</b>									
Boston (Union A), . . . . .	—	—	<sup>1</sup> \$20.00	<sup>2</sup> \$0.75	<sup>2</sup> \$0.75	7	7	<sup>3</sup> 42	—
Boston (Union B), . . . . .	—	\$3.00	21.00	—	—	7	7	49	—
Brockton, . . . . .	<sup>4</sup> —	<sup>5</sup> 4.00	20.00	.75	.75	6	6	36	—
Fall River, . . . . .	—	—	<sup>6</sup> 20.00	.75	.75	7	7	<sup>6</sup> 42	—
Fitchburg:									
Operators (six nights and one matinee), . . . . .	\$3.00	—	16.00	1.00	1.00	3	3	21	—
Picture houses (head operators), . . . . .	3.00	—	22.00	1.00	1.00	6	6	36	—
Picture houses (operators), . . . . .	3.00	—	20.00	1.00	1.00	6	6	36	—
Vaudeville houses, . . . . .	3.00	—	20.00	1.00	1.00	6	6	36	—
Holyoke, . . . . .	<sup>7</sup> —	3.66 <sup>2</sup> / <sub>3</sub>	22.00	.75	1.00	6	6	36	—
Holyoke (six nights and one matinee), . . . . .	<sup>7</sup> —	—	18.00	.75	1.00	3	3	21	—
Lawrence, . . . . .	—	<sup>8</sup> 3.15	<sup>8</sup> 23.05	.75	.75	6	7	<sup>8</sup> 44	—
Lowell, . . . . .	—	3.50	<sup>9</sup> 21.00	.75	.75	6	7	<sup>9</sup> 37	—
Lynn, . . . . .	—	—	20.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	3.50	<sup>10</sup> 21.00	Reg.	Reg.	6	6	<sup>10</sup> 36	—
North Adams, . . . . .	—	—	20.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	—	—	—	—
Northampton (picture houses, two shows daily), . . . . .	—	—	<sup>10</sup> 18.00	.50	.75	7	7	<sup>10</sup> 42	—
Salem, <sup>11</sup> . . . . .	—	—	20.00	.50	.75	—	—	—	—
Springfield: <sup>12</sup>									
Operators (two daily performances):									
Theatres seating over 1,000, . . . . .	—	—	25.00	.75	1.00	6	6	36	—
Theatres seating 1,000 or less, . . . . .	—	—	24.00	.75	1.00	6	6	36	—
Straight stock, . . . . .	—	—	22.00	.75	1.00	6	6	36	—
Straight vaudeville, . . . . .	—	—	25.00	.75	1.00	6	6	36	—
Operators (continuous performance):									
Theatres seating over 1,000, . . . . .	—	—	24.00	.75	1.00	9— 12	9— 12	—	—
Theatres seating over 1,000, . . . . .	—	—	23.00	.75	1.00	6— 9	6— 9	—	—
Theatres seating 1,000 or less, . . . . .	—	—	23.00	.75	1.00	9— 12	9— 12	—	—
Theatres seating 1,000 or less, . . . . .	—	—	21.00	.75	1.00	6— 9	6— 9	—	—
Straight vaudeville, . . . . .	—	—	23.00	.75	1.00	6— 10	6— 10	—	—
Operators (six nights and one matinee), . . . . .	—	<sup>13</sup> 4.00	18.00	<sup>13</sup> 1.50	1.00	3	3	21	—

<sup>1</sup> On September 1, 1917, rate was increased \$4 a week.<sup>2</sup> On September 1, 1917, rate was increased to \$1 an hour.<sup>3</sup> When 47 hours comprise a week's work (5 hours or less on Sunday evening), men receive \$4 more.<sup>4</sup> For special performances on Sundays and holidays, men receive \$5.<sup>5</sup> Where machine must be set up, men receive \$5.<sup>6</sup> For 2 performances on Sunday (1<sup>1</sup>/<sub>2</sub> hours) receive \$6 more; for 1 performance, \$3.50 (afternoon, 2<sup>1</sup>/<sub>2</sub> hours; or evening, 4 hours).<sup>7</sup> For special performances on Sundays and holidays, \$6; on other days, \$5.<sup>8</sup> Work 7 hours on Sunday, for which \$4.15 is paid.<sup>9</sup> When 7 hours is worked on Sunday or a holiday (44 hours a week), \$4 is paid.<sup>10</sup> For work on Sunday, \$5 is paid for 6 hours.<sup>11</sup> Same rates apply in Lynn.<sup>12</sup> The rates for Springfield became effective on September 1, 1917, and represent, in most instances, material increases over prior rates.<sup>13</sup> For a single evening performance, \$4 and car fares; for a single matinee, \$1.50.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Moving Picture Operators</b>									
— Con.									
Taunton, . . . . .	\$2.00	—	\$20.00	\$0.75	\$0.75	6	6	36	—
Waltham, . . . . .	—	—	20.00	.75	—	—	—	—	—
Worcester, . . . . .	—	<sup>1</sup> \$4.00	24.00	<sup>2</sup> .50	—	6	6	36	—
<b>Property men (Combination Houses).</b>									
Boston, . . . . .	—	—	25.00	.75	.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>3</sup> 17.00	—	<sup>4</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.75	—	17.50	.50	.50	—	—	—	—
Haverhill, . . . . .	—	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	<sup>6</sup> 3.50	20.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	20.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>6</sup> 20.00	—	—	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
North Adams, . . . . .	—	4.00	18.00	.50	<sup>7</sup> —	—	—	—	—
Northampton, . . . . .	—	3.50	18.00	.30	.60	—	—	—	—
Pittsfield, . . . . .	—	5.00	20.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	17.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, <sup>8</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	<sup>9</sup> —	—	—	—	—
<b>Property men (Stock Theatres).</b>									
Boston, . . . . .	—	—	30.00	.75	.75	—	—	—	—
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	25.00	—	<sup>4</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.75	—	17.50	<sup>10</sup> .50	<sup>10</sup> .50	—	—	—	—
Haverhill, . . . . .	—	3.50	21.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	3.50	20.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	25.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>6</sup> 25.00	—	—	—	—	—	—
Lynn, . . . . .	—	—	<sup>11</sup> 18.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Northampton, . . . . .	—	—	20.00	—	—	—	—	—	—
Pittsfield, . . . . .	—	—	22.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	19.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	22.00	.50	2 T.	—	—	—	—
<b>Property men (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	20.00	.75	.75	—	—	—	—
Brockton, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>3</sup> 17.00	—	<sup>4</sup> .50	—	—	—	—

<sup>1</sup> Where machine must be set up, men receive \$5.

<sup>2</sup> Regular rate when running machine.

<sup>3</sup> On September 1, 1917, rate was increased \$3 a week.

<sup>4</sup> On September 1, 1917, rate was increased to 75 cents.

<sup>6</sup> For work on Sunday.

<sup>6</sup> Rate effective September 1, 1917; former rate not stated.

<sup>7</sup> On holidays, regular rate; on Sundays, double time.

<sup>8</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>9</sup> On Sunday, double time, except regular rate when putting on show.

<sup>10</sup> Per morning of 3 hours or less, 75 cents.

<sup>11</sup> On September 1, 1917, rate was increased \$4 a week.



TABLE 11. THEATRICAL EMPLOYMENT — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Propertymen (Vaudeville Houses) — Con.									
Fitchburg, . . . . .	\$1.75	—	\$17.50	\$0.50	\$0.50	—	—	—	—
Haverhill (small houses), . . . . .	—	\$3.00	18.00	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	—	<sup>1</sup> 3.50	20.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	20.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>2</sup> 20.00	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
North Adams, . . . . .	—	4.00	18.00	.50	<sup>3</sup> —	—	—	—	—
Pittsfield, . . . . .	—	—	17.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Propertymen, Assistant (Combination Houses).									
Boston, . . . . .	.75	—	10.00	.30	.30	—	—	—	—
Fitchburg, . . . . .	.50	—	8.00	.50	.50	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	9.00	.25	2 T.	—	—	—	—
Propertymen, Assistant (Stock Theatres).									
Boston, . . . . .	—	—	15.00	.30	.30	—	—	—	—
Fitchburg, . . . . .	.50	—	8.00	<sup>5</sup> .50	<sup>5</sup> .50	—	—	—	—
Haverhill, . . . . .	—	3.16 <sup>5</sup>	19.00	.50	.75	—	—	—	—
Lawrence, . . . . .	—	—	18.00	—	.75	—	—	—	—
Lynn, . . . . .	—	—	15.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Springfield, . . . . .	—	—	14.00	.50	1.00	—	—	—	—
Waltham, . . . . .	—	—	10.00	.30	2 T.	—	—	—	—
Propertymen, Assistant (Vaudeville Houses).									
Boston, . . . . .	—	—	13.00	.30	.30	—	—	—	—
Fitchburg, . . . . .	.50	—	8.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	18.00	—	.75	—	—	—	—
Lynn, . . . . .	—	—	15.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	9.00	.25	2 T.	—	—	—	—

<sup>1</sup> Rate per day, except in moving picture houses where there is a vaudeville performance or a concert on Sunday, when \$4 is paid.

<sup>2</sup> Rate effective September 1, 1917; former rate not stated.

<sup>3</sup> On holidays, regular rate; on Sundays, double time.

<sup>4</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>5</sup> Per morning of 3 hours or less, 75 cents.

TABLE 12. WOOD WORKING AND UPHOLSTERING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Boxmakers.									
Boston (cigar boxes):									
Compositors (wood printing), . . . . .	-	-	\$20.00	1½ T.	1½ T.	8½	4½	48	12
Embossers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Foremen, . . . . .	-	-	22.00	1½ T.	1½ T.	8½	4½	48	12
Hingers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12
Nailers (bench), . . . . .	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12
Nailers (bottom), . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12
Nailers (frame), . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12
Nailers (single), . . . . .	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12
Nailers (top), . . . . .	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12
Planers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Printers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Sawyers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Shippers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12
Trimmers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Woodpickers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12
Holyoke (nailers), . . . . .	\$0.30	-	-	2 T.	2 T.	9	5	50	12
Holyoke (sawyers), . . . . .	.35	-	-	2 T.	2 T.	9	5	50	12
Lawrence:									
Helpers, . . . . .	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12
Nailers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Planers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Sawyers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12
Carpenters.									
Apprentices.									
Fall River (Union B):									
First year, . . . . .	-	\$1.00	-	1½ T.	2 T.	8	4	44	12
Second year, . . . . .	-	2.00	-	1½ T.	2 T.	8	4	44	12
Third year, . . . . .	-	3.00	-	1½ T.	2 T.	8	4	44	12
Lynn:									
First year, . . . . .	-	-	10.00	-	-	8	4	44	12
Second year, . . . . .	-	-	12.00	-	-	8	4	44	12
Third year, . . . . .	-	-	15.00	-	-	8	4	44	12
Fourth year, . . . . .	-	-	18.00	-	-	8	4	44	12
Bench Hands.									
Boston (Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12
Boston (Union C), . . . . .	.65	5.20	26.00	2 T.	2 T.	8	2 -	40	2 -
Lowell, . . . . .	.35	-	16.80	1½ T.	1½ T.	8½	4½	48	12
Lynn, . . . . .	.50	-	-	-	-	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12
Cabinet Makers.									
Boston (Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12
Framingham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.35	-	16.80	1½ T.	1½ T.	8½	4½	48	12
Lynn, . . . . .	.50	-	-	-	-	8	4	44	12
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Salem, . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12
Springfield (first class), . . . . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12
Finishers.									
Boston (Union C), . . . . .	.65	5.20	26.00	2 T.	2 T.	8	2 -	40	2 -

<sup>1</sup> Symbols signify as follows: Reg.=Regular rate; 1½ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Carpenters — Con.									
Helpers.									
Holyoke, . . . . .	\$0.35	—	—	2 T.	2 T.	9	5	50	12
Springfield, . . . . .	—	—	\$12.00	1½ T.	2 T.	8½	4½	48	12
Laborers.									
Boston (Unions A and B), . .	.45	—	—	2 T.	2 T.	8	4	44	12
Matchers.									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Millwrights or Mill Hands (General).									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.47	—	22.09	1—	2 T.	—	5	47	12
Framingham, . . . . .	.50	\$4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	—	—	2 T.	2 T.	9	5	50	12
Lenox, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12
New Bedford, . . . . .	—	—	20.00	1½ T.	1½ T.	8	4	44	12
Salem, . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12
Springfield (first class), . .	—	—	20.00	1½ T.	2 T.	8½	4½	48	12
Westfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
Molders, Wood.									
Boston (irregular and straight, Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett (irregular and straight), . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell (irregular and straight), . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12
Lynn, . . . . .	.50	—	—	—	—	8	4	44	12
Newton (irregular and straight), . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Springfield (irregular and straight), . . . . .	—	—	22.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
Mortisers.									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Planer Hands.									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12
Springfield (first class), . .	—	—	15.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
Sanders.									
Boston (mills, Unions A and B), . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	—	—	—	—	8	4	44	12
Newton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	—	—	15.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
Sandpaperers.									
Boston (Unions A and B), . .	.45	—	—	2 T.	2 T.	8	4	44	12
Sawyers.									
Boston (shops, Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	—	—	—	—	8	4	44	12
Springfield, . . . . .	—	—	15.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12

1 Time and one-half before 10 P.M.; double time after 10 P.M., and also on Saturday afternoon.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Carpenters — Con.									
Shippers.									
Everett, . . . . .	\$0.50	\$4.00	\$22.00	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12
Shop Carpenters.									
Boston (Unions A, B, and C), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	4.40	24.20	1—	2 T.	8	4	44	12
Brockton (foremen), . . . . .	.62½	5.00	27.50	1—	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.50	4.00	22.00	1—	2 T.	8	4	44	12
Fall River (foremen), . . . . .	.57	4.56	25.08	1—	2 T.	8	4	44	12
Framingham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	—	—	2 22.50	1½ T.	2 T.	8½	4½	48	12
Holyoke (foremen), . . . . .	—	—	2 27.50	1½ T.	2 T.	8½	4½	48	12
Lenox, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	24.00	3—	1—	8	5—	40	5—
Lynn (foremen), . . . . .	.70	5.60	28.00	3—	1—	8	5—	40	5—
Marlborough, . . . . .	.52½	4.20	23.10	3—	2 T.	8	4	41	12
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
Stock Cutters.									
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12
Newton, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield (first class), . . . . .	—	—	18.00	1½ T.	2 T.	8½	4½	48	12
Stock Fitters.									
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	—	—	—	—	8	4	44	12
Tenoners.									
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Turners.									
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield (first class), . . . . .	—	—	20.00	1½ T.	2 T.	8½	4½	48	12
Furniture Makers.									
Gardner, . . . . .	—	{ 2.35-3.50 }	—	Reg.	1½ T.	10	5	55	12
Painters (Hardwood Finishers).									
Boston, <sup>s</sup> . . . . .	.45	—	—	1½ T.	1½ T.	8	8	48	—

<sup>1</sup> Time and one-half before 10 P.M.; double time after 10 P.M., and also on Saturday afternoon.<sup>2</sup> Prevailing rate; no agreement establishing a minimum.<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.<sup>4</sup> On Labor Day, triple time; on other holidays and Sundays, double time.<sup>5</sup> Work 5 days a week; no work on Saturday.<sup>6</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.<sup>7</sup> Prevailing range of rates; no agreement establishing a minimum rate.<sup>8</sup> All men employed on shop work receive not less than the minimum rate of 45 cents an hour; occupations include polishers, rubbers, sandpaperers, shellackers, and varnishers.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Pattern Makers, Wood.									
Boston, . . . . .	\$0.60 1.45	\$5.25	\$28.80	1½ T.	2 T.	8¾	4¼	48	12
Fitchburg (manufacturing), . .	.50 .55	-	-	1½ T.	2 T.	9	5	50	12
Fitchburg (job), . . . . .	.55	4.95	27.50	1½ T.	2 T.	9	5	50	12
Lawrence, . . . . .	.53	4.77	26.50	1½ T.	2 T.	9	5	50	12
Lowell, . . . . .	.55	4.95	27.50	1½ T.	2 T.	9	5	50	12
Lynn, . . . . .	.57	5.13	28.50	1½ T.	2 T.	9	5	50	12
Quincy, . . . . .	.56	4.48	26.88	1½ T.	2 T.	8	8	48	-
Pittsfield, . . . . .	2.46	4.14	-	1¼ T.	-	9	5	50	12
Springfield, . . . . .	2.55	-	26.40	4 -	2 T. {	8¾	4¾	48	5 -
Taunton, . . . . .	.45	-	22.28	1½ T.	2 T.	9	4½	49½	12
Westfield, . . . . .	2.60	-	-	-	-	9	9	54	-
Worcester, . . . . .	.45	4.50	24.75	1½ T.	2 T.	10	5	55	12
Upholsterers.									
Boston:									
Car upholsterers, . . . . .	.31	2.79	16.75	1½ T.	1½ T.	9	9	54	-
Custom work, . . . . .	.50	-	-	1½ T.	2 T.	8¾	4¾	48	12
Shade men:									
First year, . . . . .	-	-	13.00	1½ T.	1½ T.	9	6 9	54	4
Second and third years, . .	-	-	16.00	1½ T.	1½ T.	9	6 9	54	4
After three years, . . . . .	-	-	19.00	1½ T.	1½ T.	9	6 9	54	4
Wholesale establishments, . .	.50	4.50	25.00	1½ T.	1½ T.	9	5	50	12
Carpet Mechanics.									
Boston (cutters, layers, meas- urers, and stitchers), . . . .	.52¾	4.18	23.00	7 -	2 T.	8	4	44	12
Willow, Reed, and Rattan Workers.									
Boston, . . . . .	.30	-	-	1½ T.	1½ T.	10	5	55	12
Gardner, . . . . .	-	3.00	-	-	-	10	5	55	12
Wood Carvers.									
Boston, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

<sup>1</sup> Minimum rates in different establishments.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> On September 1, 1917, rate was increased to 60 cents.

<sup>4</sup> Before 10 P.M., time and one-half; after 10 P.M., double time. On October 1, 1917, rate for all overtime was increased to double time.

<sup>5</sup> Job shops, 8-hour day; corporation shops, 8¾ hours on 5 days, 4¾ hours on Saturday during entire year.

<sup>6</sup> During 4 months, 5 hours on Saturday, 50 hours a week.

<sup>7</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>8</sup> Prevailing rate; no agreement establishing a minimum; also work by the piece; rates shown are for time work only.



TABLE 13. MISCELLANEOUS TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bill Posters and Billers.</b>									
Boston (foremen), . . . .	-	-	<sup>2</sup> \$18.00	1½ T.	1½ T.	8	4	44	12
Boston (helpers), . . . .	-	-	16.00	1½ T.	1½ T.	8	4	44	12
Lawrence, <sup>3</sup> . . . . .	-	-	18.00	-	-	8	4	44	12
Springfield (billers), . .	\$0.31¼	\$2.50	15.00	1½ T.	2 T.	8	8	48	-
Springfield (bill posters), .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
<b>Bottle Sorters and Washers.</b>									
Boston:									
Drivers, . . . . .	-	-	17.00	1¼ T.	1¼ T.	9	9	54	-
Drivers who do sorting, . .	-	-	18.00	1¼ T.	1¼ T.	9	9	54	-
Sorters, . . . . .	-	-	18.00	1¼ T.	1¼ T.	9	9	54	-
Sorters (beginners), . . .	-	-	12.00	1¼ T.	1¼ T.	9	9	54	-
Sorters' helpers, . . . .	-	-	15.00	1¼ T.	1¼ T.	9	9	54	-
Washers, . . . . .	-	-	15.00	1¼ T.	1¼ T.	9	9	54	-
Washers (beginners), . . .	-	-	9.00	1¼ T.	1¼ T.	9	9	54	-
Washers' helpers, . . . .	-	-	12.50	1¼ T.	1¼ T.	9	9	54	-
<b>Celluloid Workers.</b>									
Leominster (comb makers), .	4.30	3.00	-	Reg.	Reg.	10	<sup>5</sup> 8	<sup>5</sup> 58	<sup>5</sup> 4
Leominster (novelty workers),	4.22½	2.25	-	Reg.	Reg.	10	<sup>5</sup> 8	<sup>5</sup> 58	<sup>5</sup> 4
<b>Clerks, Retail.</b>									
<i>Dry Goods Clerks.</i>									
Boston (men), . . . . .	-	<sup>4</sup> 2.00	12.00	\$0.25	\$0.25	9	<sup>6</sup> 9	<sup>6</sup> 54	<sup>6</sup> 3
Boston (women), . . . . .	-	- {	6.00- 8.50	.25	.25	9	<sup>5</sup> 9	<sup>5</sup> 54	<sup>5</sup> 3
<i>Grocery and Provision Clerks.</i>									
Brockton (men), . . . . .	-	-	<sup>7</sup> 10.00	-	-	10	12	62	2
Brockton (women), . . . .	-	-	8.50	-	-	9	9	54	2
<i>Retail Clerks (Miscellaneous).</i>									
Chelsea, . . . . .	-	- {	16.00- 24.00	-	-	<sup>8</sup> 11	13½	<sup>8</sup> 64	<sup>8</sup> 12
<i>Wine Clerks.</i>									
Springfield (first six months),	-	-	14.00	-	-	-	-	56	-
Springfield (after six months),	-	-	16.00	-	-	-	-	56	-
Worcester:									
Clerks, inexperienced, . .	-	-	15.00	1½ T.	2 T.	-	-	56	-
Clerks, after one year's experience, . . . . .	-	-	17.00	1½ T.	2 T.	-	-	56	-
Rectifiers, . . . . .	-	-	19.00	1½ T.	2 T.	-	-	54	-
Rectifiers, head, . . . .	-	-	25.00	1½ T.	2 T.	-	-	54	-

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular time; 1¼ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Billers traveling with circuses receive \$15 and expenses.

<sup>3</sup> Same rates and hours apply in Haverhill and Lowell.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> During 4 months, 5 hours on Saturday, 5½ hours a week.

<sup>6</sup> During 3 months, majority of stores close at 1 P.M. on Saturday. Some stores close all day Saturday during July and August. The prevailing weekly hours in department stores are 48½, except during those weeks when the half-holiday is in force, when the employees work 7½ hours on 4 days, 8 hours on 1 day, and 4½ hours on Saturday, or 42½ hours a week.

<sup>7</sup> Minimum rate for all males except bundle boys.

<sup>8</sup> On Wednesday, 6½ hours.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Electrical Workers (Outsidemen).</b>										
<i>Cable Splicers.</i>										
Boston:										
Cable pullers, . . . . .	-	\$3.00	-	1½ T.	1½ T.	8	8	48	3½	
Cable splicers, . . . . .	\$0.50	4.00	\$24.00	1½ T.	1½ T.	8	8	48	3½	
Cable splicers, first class, . . . . .	.59½	4.75	28.50	1½ T.	1½ T.	8	8	48	3½	
Cable splicers, head, . . . . .	.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	3½	
Cable splicers' helpers, . . . . .	.37½	3.00	18.00	1½ T.	1½ T.	8	8	48	3½	
<i>Guardmen.</i>										
Boston:										
First year, . . . . .	-	2.00	-	1½ T.	1½ T.	8	8	48	3½	
Second year, . . . . .	-	2.25	-	1½ T.	1½ T.	8	8	48	3½	
Third year, . . . . .	-	2.50	-	1½ T.	1½ T.	8	8	48	3½	
<i>Linemen.</i>										
Boston:										
Linemen, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	-	
Linemen, . . . . .	-	4.50	-	1½ T.	1½ T.	9	9	54	-	
Linemen, foremen, . . . . .	-	5.50	-	1½ T.	1½ T.	9	9	54	-	
Linemen, foremen, sub., . . . . .	-	5.00	-	1½ T.	1½ T.	9	9	54	-	
Linemen's apprentices (first six months), . . . . .	-	2.75	-	1½ T.	1½ T.	9	9	54	-	
Linemen's apprentices (second six months), . . . . .	-	3.00	-	1½ T.	1½ T.	9	9	54	-	
Cambridge, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	-	
Greenfield:										
Linemen, . . . . .	-	3.50	-	1½ T.	2-	8	8	48	3	
Linemen, head, . . . . .	-	4.00	-	1½ T.	2-	8	8	48	3	
Linemen (sub-foremen), . . . . .	-	4.25	-	1½ T.	2-	8	8	48	3	
Haverhill, . . . . .	.47½	-	-	1½ T.	2 T.	8	4	44	12	
Haverhill (apprentices):										
Second year, . . . . .	-	-	\$ 9.00	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	-	\$ 2.50	-	1½ T.	2 T.	8	4	44	12	
Fourth year, . . . . .	-	\$ 2.75	-	1½ T.	2 T.	8	4	44	12	
North Adams, . . . . .	-	3.50	19.25	1½ T.	2 T.	9	4½	49½	12	
Pittsfield, . . . . .	-	3.50	-	1½ T.	2 T.	8	4	44	12	
Pittsfield (groundmen), . . . . .	-	2.50	-	1½ T.	2 T.	8	4	44	12	
<b>Electrical Workers (Shop Workmen).</b>										
Boston (first class), . . . . .	.50	4.25	23.25	1½ T.	2 T.	8½	4	46½	12	
Boston (second class), . . . . .	.40	3.40	18.60	1½ T.	2 T.	8½	4	46½	12	
Pittsfield, . . . . .	{ .35-.50 }	-	-	1½ T.	2 T.	9	5	50	12	
Quincy, . . . . .	.60	4.80	26.40	5-	6-	8	4	44	12	
Quincy (apprentices):										
First year (first six months), . . . . .	.16	-	7.04	5-	6-	8	4	44	12	
First year (second six months), . . . . .	.18	-	7.92	5-	6-	8	4	44	12	
Second year, . . . . .	.25	-	11.00	5-	6-	8	4	44	12	
Third year, . . . . .	.35	-	15.40	5-	6-	8	4	44	12	
Fourth year, . . . . .	.45	-	19.80	5-	6-	8	4	44	12	

1 On recommendation of foreman rate is increased to \$4; after examination to \$4.50 a day.

2 On holidays, double time; on Sundays, time and one-half.

3 All apprentices receive \$9 except those already in third and fourth years of service who have been regularly employed for 9 months previous to June 12, 1916.

4 Prevailing range of rates, with an additional weekly bonus; no agreement establishing a minimum rate.

5 Before midnight, time and one-half; after midnight, double time.

6 No work on Labor Day; on other holidays and Sundays, double time.

TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Engineers, Coal Hoisting.</b>									
Boston:									
One-man tower, . . . .	-	-	<sup>1</sup> \$25.00	<sup>2</sup> \$0.70	<sup>3</sup> \$1.00	9	48	453	48
Two-man tower, . . . .	-	-	<sup>1</sup> 22.00	<sup>2</sup> .70	<sup>3</sup> 1.00	9	48	453	48
Transient men, one-man tower, day, . . . .	-	<sup>5</sup> \$7.50	-	-	-	9	48	453	48
Transient men, one-man tower, night, . . . .	-	<sup>5</sup> 8.50	-	-	-	9	48	453	48
Transient men, two-man tower, day, . . . .	-	<sup>6</sup> 6.50	-	-	-	9	48	453	48
Transient men, two-man tower, night, . . . .	-	<sup>6</sup> 7.50	-	-	-	9	48	453	48
Brockton (one-man tower), .	-	-	25.00	.70	1.00	9	48	453	48
Brockton (two-man tower), .	-	-	22.00	.70	1.00	9	48	453	48
Salem (one-man tower), . .	-	-	25.00	.70	1.00	9	48	453	48
Salem (two-man tower), . .	-	-	22.00	.70	1.00	9	48	453	48
<b>Engineers (Dredge and Cranemen).</b>									
<i>Engineers (in Charge).</i>									
Boston:									
Buckets, three cubic yards or less, . . . .	-	-	<sup>7</sup> 125.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards, . . . .	-	-	<sup>7</sup> 135.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards, . . . .	-	-	<sup>7</sup> 150.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards, . . . .	-	-	<sup>7</sup> 162.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges, . . . .	-	-	<sup>7</sup> 150.00	1½ T.	2 T.	10	10	60	-
<i>Engineers (Operators).</i>									
Boston:									
Buckets, three to five cubic yards, . . . .	-	-	<sup>7</sup> 115.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards, . . . .	-	-	<sup>7</sup> 120.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards, . . . .	-	-	<sup>7</sup> 122.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges, . . . .	-	-	<sup>7</sup> 125.00	1½ T.	2 T.	10	10	60	-
<i>Cranemen.</i>									
Boston:									
Buckets, three cubic yards or less, . . . .	-	-	<sup>7</sup> 85.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards, . . . .	-	-	<sup>7</sup> 95.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards, . . . .	-	-	<sup>7</sup> 100.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards, . . . .	-	-	<sup>7</sup> 106.00	1½ T.	2 T.	10	10	60	-
Steam shovels (three-man machines), . . . .	-	-	<sup>8</sup> 115.00	1½ T.	2 T.	10	10	60	-

<sup>1</sup> On August 1, 1917, rate was increased \$3 a week.<sup>2</sup> On August 1, 1917, rate was increased to 85 cents an hour.<sup>3</sup> On August 1, 1917, rate for overtime on Sunday was increased to \$1.50 an hour, rate for holidays remaining \$1 an hour.<sup>4</sup> During 8 months, 5 hours on Saturday, 50 hours a week.<sup>5</sup> On August 1, 1917, rate was increased 50 cents a day.<sup>6</sup> On August 1, 1917, rate was increased \$1.50 a day.<sup>7</sup> Rate per month, with board; if board is not furnished, \$25 a month extra is allowed.<sup>8</sup> Rate per month, with board, for 26 working days.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- urday		
Engineers, Stationary (in Charge). <sup>1</sup>									
Boston:									
First class plants, . . .	-	-	<sup>2</sup> \$30.00	1½ T.	1½ T.	3 -	3 -	-	-
Second class plants, . . .	-	-	25.00	1½ T.	1½ T.	3 -	3 -	-	-
Third class plants, . . .	-	-	21.00	1½ T.	1½ T.	3 -	3 -	-	-
Brockton:									
First class plants, . . .	-	-	30.00	1½ T.	1½ T.	{ 8 10	{ 8 10	{ 56 60	} -
Second class plants, . . .	-	-	28.00	1½ T.	1½ T.	{ 8 10	{ 8 10	{ 56 60	
Third class plants, . . .	-	-	25.00	1½ T.	1½ T.	{ 8 10	{ 8 10	{ 56 60	
Haverhill:									
First class plants, . . .	-	-	<sup>6</sup> 25.00	-	-	10	<sup>6</sup> 9	<sup>6</sup> 59	<sup>6</sup> -
Second class plants, . . .	-	-	<sup>6</sup> 21.00	-	-	10	<sup>6</sup> 9	<sup>6</sup> 59	<sup>6</sup> -
Third class plants, . . .	-	-	<sup>6</sup> 18.00	-	-	10	<sup>6</sup> 9	<sup>6</sup> 59	<sup>6</sup> -
Holyoke, . . .		<sup>7</sup> \$4.25	7 -	1½ T.	1½ T.	8	8	48	-
Lowell:									
First class plants, . . .	-	-	30.00	1½ T.	8 -	{ 8 10	{ 8 10	{ 56 60	} -
Second class plants, . . .	-	-	25.00	1½ T.	8 -	{ 8 10	{ 8 10	{ 56 60	
Third class plants, . . .	-	-	21.00	1½ T.	8 -	{ 8 10	{ 8 10	{ 56 60	
Lynn:									
First class plants, . . .	-	-	30.00	-	-	10	<sup>9</sup> 9	<sup>9</sup> 59	<sup>9</sup> 6
Second class plants, . . .	-	-	25.00	-	-	10	<sup>9</sup> 9	<sup>9</sup> 59	<sup>9</sup> 6
Third class plants, . . .	-	-	21.00	-	-	10	<sup>9</sup> 9	<sup>9</sup> 59	<sup>9</sup> 6
New Bedford,	-	-	32.50	Reg.	Reg.	8	8	48	-
Northampton (second class plants), . . .	-	4.00	24.00	1½ T.	Reg.	9½	4½	54	12
Northampton (third class plants), . . .	-	3.75	22.50	Reg.	Reg.	9½	4½	54	12
Quincy:									
First class plants, . . .	-	5.00	30.00	Reg.	2 T.	8	8	48	-
Second class plants, . . .	-	3.50	21.00	Reg.	2 T.	8	8	48	-
Third class plants, . . .	-	3.00	18.00	Reg.	2 T.	8	8	48	-
Salem:									
First class plants, . . .	-	-	30.00	1½ T.	8 -	{ 8 10	{ 8 10	{ 56 60	} -
Second class plants, . . .	-	-	25.00	1½ T.	8 -	{ 8 10	{ 8 10	{ 56 60	
Third class plants, . . .	-	-	21.00	1½ T.	8 -	{ 8 10	{ 8 10	{ 56 60	
Taunton:									
First class plants, . . .	-	- {	<sup>10</sup> 24.00-30.00	1½ T.	2 T.	10	5	55	12

<sup>1</sup> Employed in industries not elsewhere specified. These rates do not apply to high-salaried officials whose compensation is subject to special determination. About November 1, 1917, a State-wide scale was established giving men in charge of first-class plants \$35 a week; of second-class plants, \$30; and of third-class plants, \$25 a week. This scale has been accepted in Boston, Brockton, Lowell, and Lynn. Rates shown above are those in effect on July 1, 1917, in these cities.

<sup>2</sup> Operators who act as chiefs of watch receive same rates as men in charge.

<sup>3</sup> In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.

<sup>4</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.

<sup>5</sup> Prevailing rate of wages; no agreement enforcing a minimum rate.

<sup>6</sup> In some cases Saturday half-holiday is in effect from 6 to 12 months.

<sup>7</sup> On October 1, 1917, rates of \$32, \$30, and \$28 a week went into effect in first, second, and third class plants, respectively.

<sup>8</sup> On Sundays, time and one-half; on holidays, double time.

<sup>9</sup> During 6 months, 5 hours on Saturday, 55 hours a week.

<sup>10</sup> Prevailing range of rates; no agreement establishing a minimum rate.

TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Engineers, Stationary (in Charge) — Con.</b>										
Taunton — Con.										
Second class plants, . . .	-	-	<sup>1</sup> \$21.00-24.00	1½ T.	2 T.	10	5	55	12	
Third class plants, . . .	-	-	<sup>1</sup> 18.00-21.00	1½ T.	2 T.	10	5	55	12	
<b>Engineers, Stationary (Operators or Assistants).<sup>2</sup></b>										
Boston:										
First class plants, . . .	-	-	<sup>3</sup> 25.00	1½ T.	1½ T.	4 -	4 -	-	-	
Second class plants, . . .	-	-	21.00	1½ T.	1½ T.	4 -	4 -	-	-	
Third class plants, . . .	-	-	18.00	1½ T.	1½ T.	4 -	4 -	-	-	
Brockton (first class plants), .	-	-	26.00	1½ T.	1½ T.	<sup>5</sup> 8 10	<sup>5</sup> 8 10	<sup>5</sup> 56 60	-	
Brockton (second class plants),	-	-	25.00	1½ T.	1½ T.	<sup>5</sup> 8 10	<sup>5</sup> 8 10	<sup>5</sup> 56 60	-	
Lowell:										
First class plants, . . .	-	-	25.00	1½ T.	-	<sup>5</sup> 8 10	<sup>5</sup> 8 10	<sup>5</sup> 56 60	-	
Second class plants, . . .	-	-	21.00	1½ T.	-	<sup>5</sup> 8 10	<sup>5</sup> 8 10	<sup>5</sup> 56 60	-	
Third class plants, . . .	-	-	18.00	1½ T.	-	<sup>5</sup> 8 10	<sup>5</sup> 8 10	<sup>5</sup> 56 60	-	
Lynn (first class plants), . . .	-	-	25.00	-	-	10 7 9	7 9	7 59	7 6	
Lynn (second class plants), . .	-	-	21.00	-	-	10 7 9	7 9	7 59	7 6	
New Bedford, . . .	-	-	25 25	Reg.	Reg.	8 8	8 8	48 48	-	
Quincy (third class plants), . .	-	-	18.00	Reg.	2 T.	8 8	8 8	48 48	-	
Salem (first class plants), . . .	-	-	25.00	1½ T.	-	<sup>5</sup> 8 10	<sup>5</sup> 8 10	<sup>5</sup> 56 60	-	
Salem (second class plants), . .	-	-	21.00	1½ T.	-	<sup>5</sup> 8 10	<sup>5</sup> 8 10	<sup>5</sup> 56 60	-	
<b>Firemen, Stationary.<sup>3</sup></b>										
<i>Ash Handlers or Helpers.</i>										
Northampton, . . .	-	\$2.50	17.50	Reg.	Reg.	8 8	8 8	56 56	-	
Taunton, <sup>9</sup> . . .	-	-	<sup>10</sup> 16.00	-	-	<sup>11</sup> 8 12	<sup>11</sup> 8 12	<sup>11</sup> 56 84	-	
<i>Coal Passers.</i>										
Boston, . . .	-	-	18.00	1½ T.	1½ T.	8 8	8 8	12 48	-	
Boston (marine), . . .	-	-	<sup>13</sup> 50.00	14 -	14 -	<sup>15</sup> 8 9	<sup>15</sup> 8 9	<sup>15</sup> 56 54	-	

<sup>1</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>2</sup> About November 1, 1917, a State-wide scale was established, giving operators in first-class plants \$30 a week; in second-class plants, \$28, and in third-class plants, \$25 a week. This scale has been accepted in Boston, Brockton, Lowell, and Lynn. Rates shown above are those in effect on July 1, 1917, in these cities.

<sup>3</sup> Operators who act as chiefs of watch receive same rates as men in charge.

<sup>4</sup> In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.

<sup>5</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.

<sup>6</sup> On Sundays, time and one-half; on holidays, double time.

<sup>7</sup> During 6 months, 5 hours on Saturday, 55 hours a week.

<sup>8</sup> Employed in industries not elsewhere specified.

<sup>9</sup> Prevailing rate; no agreement establishing a minimum.

<sup>10</sup> On August 1, 1917, rate was increased in one establishment to \$18.

<sup>11</sup> Hours vary in the several establishments.

<sup>12</sup> In some cases, work 7 days, 56 hours a week.

<sup>13</sup> Rate per month.

<sup>14</sup> Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.

<sup>15</sup> At sea, alternately 4 hours on duty and 8 hours off; in port 9 hours a day.



TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Firemen, Stationary — Con.</b>										
Coal Passers — Con.										
Brockton, <sup>1</sup> . . . . .	-	-	<sup>2</sup> \$16.50	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84	}	-
Taunton, . . . . .	-	-	<sup>1</sup> 17.00	-	-	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84		-
Engineers on Capstans.										
Boston (marine), . . . . .	-	-	<sup>4</sup> 80.00	-	-	{ <sup>6</sup> 8 9	<sup>6</sup> 8 9	<sup>6</sup> 56 54	}	-
Firemen.										
Boston, . . . . .	-	-	22.00	1½ T.	1½ T.	{ 8 9	8 9	<sup>7</sup> 48 54	}	-
Boston (marine), . . . . .	-	-	<sup>4</sup> 60.00	-	-	{ <sup>6</sup> 8 9	<sup>6</sup> 8 9	<sup>6</sup> 56 54		-
Brockton, <sup>1</sup> . . . . .	-	-	<sup>6</sup> 19.00	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84	}	-
Chicopee, <sup>9</sup> . . . . .	-	-	<sup>10</sup> 25.00	Reg.	Reg.	11½	11½	80½		-
Chicopee, <sup>9</sup> . . . . .	-	{ \$2.70 2.88 3.00	20.00 20.16 21.00	}	Reg.	8	8	56	}	-
Holyoke, . . . . .	-	-	28.10							
Lynn:										
Boiler room firemen, . . . . .	-	3.00	21.00	-	-	8	8	56	}	-
Boiler room firemen's help- ers, . . . . .	-	2.75	19.25	-	-	8	8	56		-
Firemen operating digger, . . . . .	-	3.00	21.00	-	-	8	8	56	}	-
Firemen's helpers operating digger, . . . . .	-	2.65	18.55	-	-	8	8	56		-
Firemen (one boiler), . . . . .	-	-	15.00	-	-	12	6	66	}	12
Firemen (two boilers), . . . . .	-	-	17.50	-	-	12	6	66		12
Retort firemen:										
First six months, . . . . .	-	2.50	-	-	-	8	8	56	}	-
Second six months, . . . . .	-	2.60	-	-	-	8	8	56		-
After one year, . . . . .	-	2.75	-	-	-	8	8	56	}	-
After two years, . . . . .	-	3.00	-	-	-	8	8	56		-
North Adams, . . . . .	{ <sup>11</sup> \$0.32 .28 .28 .28	-	-	}	Reg. 1½ T. 2 T.	8 11½ 12	8 11½ 12	56 80½ 84	}	12 -
Northampton:						8 12½	8 12½	56 87½		
Firemen, . . . . .	-	3.00	21.00	Reg.	Reg.	8	8	56	}	-
Firemen (holding engineers' third class license), . . . . .	-	3.16 <sup>2</sup> / <sub>3</sub>	19.00	Reg.	Reg.	9½	4½	54		12
Retort firemen, . . . . .	-	3.25	22.75	Reg.	Reg.	8	8	56	}	-
Salem, <sup>1</sup> . . . . .	-	-	{ <sup>13</sup> 19.00 21.00 <sup>14</sup> 15.00- 21.00	}	1½ T. 1½ T.	<sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 48 84		-
Taunton (firemen), . . . . .	-	-	21.00			<sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84	}	-
Taunton (retort firemen), . . . . .	-	-	<sup>1</sup> 17.50	-	-	<sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84		-
Worcester, . . . . .	-	3.00	18.00	1½ T.	1½ T.	8	8	48	}	-

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> On October 1, 1917, rate was increased to \$19.25.<sup>3</sup> Hours vary in the several establishments.<sup>4</sup> Rate per month.<sup>5</sup> Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.<sup>6</sup> At sea, alternately 4 hours on duty and 8 hours off; in port 9 hours a day.<sup>7</sup> In some cases, work 7 days, 56 hours a week.<sup>8</sup> On October 1, 1917, rate was increased to \$24.50.<sup>9</sup> Minimum rates of wages and maximum hours' work in different establishments.<sup>10</sup> On November 26, 1917, rate was increased to \$30.15.<sup>11</sup> Prevailing rates in different establishments; no agreement establishing a minimum rate.<sup>12</sup> All employees have Saturday afternoon off in turn during entire 12 months.<sup>13</sup> Smaller rate is paid for 6 days' work a week; higher rate for 7 days' work.<sup>14</sup> Prevailing range of rates; no agreement establishing a minimum rate.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Firemen, Stationary — Con.</b>									
<i>Gasmakers.</i>									
Brockton, <sup>1</sup> . . . . .	-	-	<sup>2</sup> \$19.25	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84	} -
<i>Oilers.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	1½ T.	8	8	<sup>4</sup> 48	-
Boston (marine), . . . .	-	-	<sup>5</sup> 65.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	<sup>7</sup> 56 54	} -
Brockton, <sup>1</sup> . . . . .	-	-	<sup>3</sup> 18.00	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84	} -
Northampton, . . . . .	-	-	20.00	Reg.	Reg.	8	8	56	-
Taunton, . . . . .	-	-	{ <sup>9</sup> 12.00- 15.00	-	-	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84	} -
<i>Pumpmen (Marine).</i>									
Boston, . . . . .	-	-	<sup>5</sup> 70.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	<sup>7</sup> 56 54	} -
Boston (second), . . . .	-	-	<sup>5</sup> 65.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	<sup>7</sup> 56 54	} -
<i>Watchmen.</i>									
Brockton, . . . . .	-	<sup>1</sup> \$2.50	17.50	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	<sup>3</sup> 56 84	} -
<i>Water Tenders (Marine).</i>									
Boston, . . . . .	-	-	<sup>5</sup> 65.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	<sup>7</sup> 56 54	} -
<i>Wipers (Marine).</i>									
Boston, . . . . .	-	-	<sup>5</sup> 50.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	<sup>7</sup> 56 54	} -
<b>Fitters, Horse and Cattle.</b>									
Boston, . . . . .	\$0.45	4.50	-	\$0.65	\$0.80	10	10	60	-
<b>Glass Workers.</b>									
New Bedford:									
Blockers, . . . . .	-	{ <sup>10</sup> 4.58 5.75	-	-	-	8	4	44	12
Finishers, . . . . .	-	{ <sup>10</sup> 3.50 3.75	-	-	-	8	4	44	12
Gaffers, . . . . .	-	{ <sup>10</sup> 7.00 7.35	-	-	-	8	4	44	12
Gatherers, . . . . .	-	<sup>11</sup> 3.30	-	-	-	8	4	44	12
Pressers, . . . . .	-	<sup>11</sup> 5.25	-	-	-	8	4	44	12
Servitors, . . . . .	-	{ <sup>10</sup> 5.50 6.30	-	-	-	8	4	44	12

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> On October 1, 1917, rate was increased to \$24.50.<sup>3</sup> Hours vary in the several establishments.<sup>4</sup> In some cases, work 7 days, 56 hours a week.<sup>5</sup> Rate per month.<sup>6</sup> Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.<sup>7</sup> At sea, alternately 4 hours on duty and 8 hours off; in port 9 hours a day.<sup>8</sup> On October 1, 1917, rate was increased to \$21.<sup>9</sup> Prevailing range of rates; no agreement establishing a minimum rate.<sup>10</sup> Prevailing rates of wages for first and second class men; no agreement establishing minimum rates. On December 3, 1917, rates for men in first class were increased to the following: Blockers, \$6 a day; finishers, \$4.80; gaffers, \$8; and servitors, \$6.50 a day.<sup>11</sup> Prevailing rate of wages; no agreement establishing a minimum. On December 3, 1917, rate for gatherers was increased to \$4 a day, and for pressers to \$5.50 a day.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Glass Workers — Con.									
Somerville:									
Gaffers, . . . . .	-	<sup>1</sup> \$7.50	-	-	-	8	4	44	12
Gatherers, . . . . .	-	<sup>1</sup> 4.00	-	-	-	8	4	44	12
Servitors, . . . . .	-	<sup>1</sup> 6.00	-	-	-	8	4	44	12
Glove Cutters.									
Boston, . . . . .	-	-	<sup>2</sup> \$20.00	-	-	9	5	50	12
Harness Makers.									
Boston: <sup>3</sup>									
Fitters and finishers (coach and buggy repair work), .	-	-	19.50	1½ T.	1½ T.	9	4 8	4 53	4 5
Fitters and finishers (team and express repair work),	-	-	18.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Machine operators (team and express work), . . .	-	-	19.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Repair workers, general, .	-	-	18.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Saddle and collar makers, .	-	-	19.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Stitchers, . . . . .	-	-	15.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Leather Handlers.									
Boston:									
Handlers, . . . . .	-	-	18.00	\$0.50	\$0.50	8½	5½	48	12
Shippers, . . . . .	-	-	20.00	.50	.50	8½	5½	48	12
Sorters, . . . . .	-	-	20.00	.50	.50	8½	5½	48	12
Weighers, . . . . .	-	-	20.00	.50	.50	8½	5½	48	12
Leather Workers.									
Salem:									
Embossers, . . . . .	-	-	<sup>1</sup> 20.00	-	-	9½	5	52½	12
Lime haulers, . . . . .	-	-	<sup>1</sup> 18.00	-	-	9½	5	52½	12
Measurers, . . . . .	-	-	<sup>5</sup> 12.00-16.00	-	-	9½	5	52½	12
Sorters, . . . . .	-	-	<sup>5</sup> 17.00-23.00	-	-	9½	5	52½	12
Tiers-up, . . . . .	-	-	<sup>1</sup> 17.00	-	-	9½	5	52½	12
Truckers, . . . . .	-	-	<sup>5</sup> 12.00-16.00	-	-	9½	5	52½	12
Longshoremen.									
Cargo Workers.									
Boston (Unions A, B, and C):									
Bulk cargo, day, . . . . .	<sup>6</sup> \$0.42	-	-	7-	\$ .80	10	9	9 59	-
Bulk cargo, night, . . . . .	10.60	-	-	7-	\$ .80	8½	8½	51	-
General cargo, day, . . . . .	11.40	-	-	7-	\$ .80	10	9	9 59	-
General cargo, night, . . . . .	10.60	-	-	7-	\$ .80	8½	8½	51	-

<sup>1</sup> Prevailing rate of wages; no agreement establishing a minimum.<sup>2</sup> Normal earnings of piece workers; no agreement establishing a minimum.<sup>3</sup> A few harness makers employed by 6 master teamsters receive a minimum rate of \$20 a week for men in charge, and \$18 for helpers.<sup>4</sup> During 5 months, 5 hours on Saturday, 50 hours a week.<sup>5</sup> Prevailing range of rates; no agreement establishing a minimum rate.<sup>6</sup> On October 1, 1917, rate was increased to 55 cents an hour.<sup>7</sup> On October 1, 1917, overtime rate of 75 cents an hour was established.<sup>8</sup> On October 1, 1917, rate was increased to \$1 an hour.<sup>9</sup> On October 1, 1917, hours were reduced to 54 a week (9 a day).<sup>10</sup> On October 1, 1917, rate was increased to 75 cents an hour.<sup>11</sup> On October 1, 1917, rate was increased 10 cents an hour.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Longshoremen — Con.</b>										
<i>Cargo Workers — Con.</i>										
Boston (Unions A, B, and C) — Con.										
Grain cargo, day, . . .	1 \$0.55	-	-	2 -	\$0.80	10	9	59	-	
Grain cargo, night, . . .	.65	-	-	2 -	.80	8½	8½	51	-	
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, day, . . .	1.50	-	-	2 -	.80	10	9	59	-	
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, night, . . .	.60	-	-	2 -	.80	8½	8½	51	-	
<i>Coal Handlers.</i>										
Boston, . . . . .	-	\$2.75	-	1½ T.	1½ T.	9	9	54	-	
<i>Coastwise Workers.</i>										
Boston (day), . . . .	.40	-	-	\$0.65	.85	10	10	60	-	
Boston (night), . . . .	.65	-	-	-	.85	10	10	60	-	
<i>Freight Clerks.</i>										
Boston, . . . . .	-	3.12	-	1½ T.	1½ T.	10	9	59	-	
Boston (railroad), . . . .	-	-	\$18.24	Reg.	Reg.	10	10	60	-	
<i>Freight Handlers.</i>										
Boston (dock), . . . .	-	2.75	-	1½ T.	1½ T.	10	9	59	-	
Boston (railroad), . . . .	.25	2.50	15.00	{ Reg. 1½ T.	{ Reg. 1½ T.	} 10	10	60	-	
<i>Hoisting Engineers.</i>										
Boston (lighters), . . . .	7.60	-	20.00	.80	.80	10	9	59	-	
Boston (yards), . . . .	7.60	-	18.00	1½ T.	1½ T.	10	9	59	-	
<i>Lumber Handlers and Checkers.</i>										
Boston, . . . . .	.35	-	-	.50	.50	9	5	50	12	
<b>Mattress Makers.</b>										
Boston:										
Fillers (first hand), . . .	-	-	17.00	1½ T.	1½ T.	9	5	50	12	
Fillers (second hand), . .	-	-	15.00	1½ T.	1½ T.	9	5	50	12	
Tick cutters, . . . . .	-	-	18.00	1½ T.	1½ T.	9	5	50	12	
Tick sewers (after six months), . . . . .	-	-	11.00	1½ T.	1½ T.	8	4	44	12	
<b>Meter Workers.</b>										
Boston:										
Gas meter repairers, . . .	.40½	-	20.10	1½ T.	1½ T.	9	5	50	12	
Meter adjusters, . . . .	.40½	-	20.10	1½ T.	1½ T.	9	5	50	12	
Painters, . . . . .	-	-	16.00	1½ T.	1½ T.	9	5	50	12	

<sup>1</sup> On October 1, 1917, rate was increased 10 cents an hour.

<sup>2</sup> On October 1, 1917, overtime rate of 75 cents an hour was established.

<sup>3</sup> On October 1, 1917, rate was increased to \$1 an hour.

<sup>4</sup> On October 1, 1917, hours were reduced to 54 a week (9 a day).

<sup>5</sup> On October 1, 1917, rate was increased to 75 cents an hour.

<sup>6</sup> On October 1, 1917, rate was increased to \$3 a day.

<sup>7</sup> Broken time.

<sup>8</sup> Includes, also, gang bosses, lighter captains, truckers, and millmen. Rate shown is the minimum hourly rate. Weekly rates paid range from \$18 to \$19.

<sup>9</sup> On Labor Day and on Christmas Day, 75 cents an hour.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Oil Cloth Workers.</b>									
Taunton, . . . . .	-	-	<sup>1</sup> \$9.00 12.00 12.90	-	-	9	5	50	12
<b>Painters (Glaziers).</b>									
Boston:									
Apprentices, . . . . .	-	-	9.00	1½ T.	2 T.	2 8	2 4	2 44	12
Bedders and tinner, . . .	\$0.35½	-	-	1½ T.	2 T.	2 8	2 4	2 44	12
Platemen and runners, . .	.45½	-	-	1½ T.	2 T.	2 8	2 4	2 44	12
<b>Plumbers (Marine).</b>									
Quincy, . . . . .	<sup>3</sup> .31- .47	-	-	1½ T.	1½ T.	8	8	48	-
<b>Rag Pickers and Sorters.</b>									
Chelsea, . . . . .	-	-	18.00	1½ T.	1½ T.	<sup>4</sup> 10	4 -	54	12
<b>Rubber Workers.</b>									
Boston:									
Calendermen, . . . . .	.30	-	<sup>5</sup> 18.00	-	-	9½	5	52½	12
Calendermen's helpers, . .	.22	-	<sup>5</sup> 13.20	-	-	9½	5	52½	12
Helpers, general, . . . . .	.20	-	<sup>5</sup> 12.00	-	-	9½	5	52½	12
Hose workers, . . . . .	.20	-	<sup>5</sup> 12.00	-	-	9½	5	52½	12
Mixers, . . . . .	.23	-	<sup>5</sup> 13.80	-	-	9½	5	52½	12
<b>Sail and Awning Makers.</b>									
Boston, . . . . .	<sup>6</sup> .50	\$4.00	24.00	1½ T.	2 T.	7 8	7 8	48	7 6
<b>Sailors.</b>									
Boston:									
Boatswains, . . . . .	-	-	<sup>8</sup> 70.00	<sup>9</sup> \$0.40 .50	<sup>9</sup> \$0.40 .50	10 12 9	10 12 9	10 84 54	-
Quartermasters, . . . . .	-	-	<sup>8</sup> 60.00	<sup>9</sup> .40 .50	<sup>9</sup> .40 .50	10 12 9	10 12 9	10 84 54	-
Sailors, . . . . .	-	-	<sup>8</sup> 60.00	<sup>9</sup> .40 .50	<sup>9</sup> .40 .50	10 12 9	10 12 9	10 84 54	-
Watchmen, . . . . .	-	-	<sup>8</sup> 60.00	<sup>9</sup> .40 .50	<sup>9</sup> .40 .50	10 12 9	10 12 9	10 84 54	-
<b>Ship Carpenters.</b>									
Boston (Union A), . . . . .	-	-	<sup>8</sup> 75.00	<sup>9</sup> .40 .50	<sup>9</sup> .40 .50	10 12 9	10 12 9	10 84 54	-
Boston (Union B):									
Calkers, wet dock, . . . .	-	<sup>11</sup> 4.00	-	2 T.	2 T.	8	8	48	-
New wooden tanks, . . . .	.56½	-	-	2 T.	2 T.	8	8	48	-
Repair work and new, . . .	.56½	-	-	12 -	12 -	8	8	48	-
Repairs on wooden tanks, .	-	9.00	-	12 -	12 -	8	8	48	-

1 When working on piece work employees earn from \$14.10 to \$15.00 weekly.

2 Shopmen work 9 hours on 5 days, 5 hours on Saturday, 50 hours a week.

3 Prevailing range of rates; no agreement establishing a minimum rate.

4 On Friday, 8 hours, on Sunday, 6 hours; no work on Saturday.

5 Paid for 60 hours.

6 Prevailing rate; no agreement establishing a minimum.

7 During 6 months, 9 hours on 4 days, 8 hours on 1 day, and 4 hours on Saturday.

8 Prevailing rate per month; no agreement establishing a minimum rate.

9 Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.

10 At sea, alternately, 4 hours on duty and 4 hours off; in port, 9 hours a day.

11 Per tide.

12 Double time; except on difficult repair work on tanks, triple time.



TABLE 13. MISCELLANEOUS TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Ship Painters.</b>									
Boston, . . . . .	\$0.62½	—	—	2 T.	2 T.	8	1 —	1 40	1 —
<b>Weavers, Elastic Goring.<sup>2</sup></b>									
Brockton, . . . . .	.30	—	—	—	—	9	5	50	12
Easthampton, . . . . .	.25	\$2.50	\$13.75	—	—	10	5	55	12

<sup>1</sup> Work 5 days a week, no work on Saturday.

<sup>2</sup> Also work by the piece; rates shown are for time work only.

## B. PUBLIC SERVICE.

TABLE 14. FEDERAL SERVICE.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>United States Army Employees, Springfield.</b>					
Annealers, . . . . .	\$2.50	-	-	-	-
Assemblers, . . . . .	2.50	-	-	-	-
Barrel drillers, . . . . .	3.00	\$2.75	-	-	-
Barrel reamers, . . . . .	3.25	3.00	\$2.75	-	-
Barrel riflers, . . . . .	3.25	3.00	-	-	-
Barrel rollers, . . . . .	3.00	-	-	-	-
Barrel straighteners, . . . . .	3.00	-	-	-	-
Barrel turners, . . . . .	2.50	-	-	-	-
Blacksmiths, . . . . .	3.50	-	-	-	-
Blacksmiths' helpers, . . . . .	2.50	-	-	-	-
Browners, . . . . .	3.50	3.25	-	-	-
Carpenters, . . . . .	4.00	3.75	3.50	-	-
Caschardeners, . . . . .	3.50	3.25	-	-	-
Chauffeurs, . . . . .	3.25	3.00	-	-	-
Die sinkers, . . . . .	5.00	4.75	4.50	\$4.25	-
Drillers, . . . . .	3.50	3.25	3.00	2.75	\$2.00
Dropforgers, . . . . .	4.00	3.75	3.50	-	-
Electricians, . . . . .	3.75	3.50	3.25	3.00	-
Engineers, . . . . .	4.00	3.75	-	-	-
Farriers, . . . . .	4.00	-	-	-	-
File cutters, . . . . .	4.00	-	-	-	-
Filers, . . . . .	2.75	2.60	-	-	-
Filers (female), . . . . .	1.75	-	-	-	-
Firemen, . . . . .	<sup>2</sup> 92.00	-	-	-	-
Foremen, . . . . .	5.75	-	-	-	-
Foremen, assistant, . . . . .	6.75	6.50	6.25	6.00	<sup>3</sup> 5.75
Gang bosses, . . . . .	4.50	4.25	4.00	3.75	<sup>4</sup> 3.50
Gauge makers, . . . . .	5.00	4.75	4.50	4.25	-
Grinders, . . . . .	3.50	3.25	3.00	2.75	2.00
Guards, . . . . .	<sup>2</sup> 80.00	-	-	-	-
Inspectors, . . . . .	3.75	3.50	3.25	-	-
Inspectors (female), . . . . .	2.00	-	-	-	-
Inspectors, chief, . . . . .	5.50	5.25	5.00	-	-
Laborers, common, . . . . .	2.36	2.25	-	-	-
Laborers, skilled, . . . . .	4.25	4.00	3.75	3.50	<sup>5</sup> 3.25
Machine gun mechanics, . . . . .	3.50	3.25	3.00	2.75	2.00
Machine operators, . . . . .	3.50	3.25	3.00	-	-
Machine operators (female), . . . . .	<sup>6</sup> 600.00	-	-	-	-
Machinists, . . . . .	4.25	4.00	3.75	3.50	-
Machinists' apprentices, . . . . .	.64	-	-	-	-
Masons, . . . . .	4.00	3.75	-	-	-
Messenger boys, . . . . .	1.50	1.25	-	-	-
Millers, . . . . .	2.36	-	-	-	-
Millwrights, . . . . .	4.00	3.75	3.50	3.25	-
Oilers, . . . . .	2.50	-	-	-	-
Packers, . . . . .	3.50	3.25	3.00	2.75	-
Painters, . . . . .	3.50	3.25	-	-	-
Pipefitters, . . . . .	3.75	-	-	-	-
Platers, . . . . .	3.75	3.50	-	-	-
Plumbers, . . . . .	4.00	-	-	-	-
Polishers, . . . . .	3.25	3.00	-	-	-
Printers, . . . . .	3.50	3.25	3.00	-	-
Profilers, . . . . .	2.75	-	-	-	-
Punch press operators, . . . . .	2.75	-	-	-	-
Screwmakers, . . . . .	2.75	2.50	-	-	-
Screwmakers (adjusters), . . . . .	3.75	-	-	-	-
Shavers, . . . . .	2.75	2.50	-	-	-
Slaters, . . . . .	3.00	-	-	-	-
Steamfitters, . . . . .	3.75	-	-	-	-
Stockers, . . . . .	3.75	3.50	3.25	3.00	-
Targeters, . . . . .	3.50	3.25	3.00	2.75	2.00
Temperers, . . . . .	4.00	3.75	3.50	3.25	-
Tinsmiths, . . . . .	3.75	-	-	-	-
Tool grinders, . . . . .	4.00	3.75	-	-	-
Tool makers, . . . . .	5.00	4.75	4.50	4.25	4.00
Watchmen, . . . . .	<sup>2</sup> 80.00	-	-	-	-
Welders, . . . . .	3.75	-	-	-	-
Woodworkers, . . . . .	3.50	3.25	3.00	-	-

<sup>1</sup> Rates shown are rates per day except where otherwise specified. Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months.

<sup>2</sup> Rate per month.

<sup>3</sup> Twelve classes in all: twelfth class (minimum) \$1. <sup>4</sup> Seven classes in all; sixth class, \$3.25; seventh class, \$3.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Navy Yard Authorities.]

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
<b>United States Navy Yard Employees, Boston.<sup>1</sup></b>				
Anglesmiths, . . . . .	\$4.24	\$4.00	\$3.76	\$3.52
Block makers, . . . . .	3.36	3.04	2.88	2.40
Boat builders, . . . . .	4.24	4.00	3.76	3.36
Boiler makers, . . . . .	4.24	4.00	3.76	<sup>2</sup> 3.52
Boiler makers' helpers, . . . . .	2.56	2.24	2.00	1.68
Box makers, . . . . .	3.12	2.88	2.64	2.40
Boys, . . . . .	1.60	1.36	1.12	.88
Calkers and chippers, iron, . . . . .	3.84	3.60	3.36	3.12
Calkers, wood, . . . . .	4.16	3.92	3.68	3.44
Carpenters (house), . . . . .	4.24	4.00	3.76	3.28
Chauffeurs, . . . . .	3.20	2.48	—	—
Concrete workers, . . . . .	4.00	3.52	3.04	—
Coopers, . . . . .	3.36	3.12	2.88	2.64
Coppersmiths, . . . . .	4.40	4.16	3.92	3.44
Coppersmiths' helpers, . . . . .	2.56	2.32	2.00	1.60
Cranemen, . . . . .	2.88	2.72	2.48	2.32
Die sinkers, . . . . .	5.28	5.04	4.80	4.32
Dispensary attendants, . . . . .	2.56	2.00	—	—
Divers, . . . . .	<sup>3</sup> 6.00	—	—	—
Drillers, . . . . .	3.20	2.96	2.72	2.48
Electricians, . . . . .	4.80	—	—	—
Electricians, radio, . . . . .	5.28	4.80	4.40	—
Electricians, storage battery, . . . . .	6.00	—	—	—
Electricians (switchmen), <sup>4</sup> . . . . .	2.88	2.64	2.40	2.16
Electricians' helpers, . . . . .	2.56	2.32	2.08	1.60
Electroplaters, . . . . .	3.68	3.44	3.20	2.88
Engine tenders (crane), . . . . .	4.00	3.68	3.44	3.04
Engine tenders (locomotive), . . . . .	4.00	3.68	3.44	3.20
Engine tenders (stationary), . . . . .	3.60	3.36	3.12	2.88
Firemen, . . . . .	2.96	2.72	2.48	2.40
Flange turners, <sup>4</sup> . . . . .	4.72	4.48	4.24	<sup>5</sup> 4.00
Forgers, drop, . . . . .	4.72	4.48	4.16	3.84
Forgers, heavy, . . . . .	4.80	4.56	4.24	3.84
Forgers' helpers, heavy, . . . . .	2.96	—	—	—
Galvanizers, . . . . .	3.36	3.12	2.88	2.56
Gardeners, . . . . .	3.12	2.88	2.64	2.40
Hammer runners, . . . . .	3.12	2.88	2.64	2.40
Heaters, furnace, . . . . .	3.60	3.36	3.12	2.88
Helpers, general, . . . . .	2.56	2.32	2.08	1.60
Holders-on, . . . . .	2.80	2.56	2.32	1.84
Janitors, . . . . .	2.48	2.24	2.00	1.60
Joiners, ship, . . . . .	4.24	4.00	3.76	3.28
Laboratorians' helpers, . . . . .	2.72	—	—	—
Laborers, common, . . . . .	2.48	2.24	2.00	1.60
Levelers, . . . . .	4.00	—	—	—
Loftsmen, . . . . .	5.04	4.80	—	—
Machinists, . . . . .	4.40	4.16	3.92	<sup>6</sup> 3.68
Machinists' helpers, . . . . .	2.56	2.24	2.00	1.68
Masons, brick, . . . . .	5.20	4.96	4.72	4.48
Masons, stone, . . . . .	5.20	4.96	4.72	4.48
Melters, . . . . .	3.44	3.20	2.96	2.40
Millmen, . . . . .	4.00	3.76	3.52	3.20
Millwrights, . . . . .	4.48	4.00	3.76	3.60
Molders, . . . . .	4.24	4.00	3.76	<sup>6</sup> 3.52
Molders' helpers, . . . . .	2.56	2.32	2.08	1.60
Oakum spinners, . . . . .	2.64	2.40	2.08	1.84
Operators, acetylene, . . . . .	3.76	3.52	3.28	3.04
Ordnance men, . . . . .	4.00	3.76	3.52	3.28
Packers, . . . . .	2.64	2.40	2.32	2.08
Painters, . . . . .	3.68	3.52	3.36	<sup>7</sup> 3.20

<sup>1</sup> Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months. Rates of wages shown were in effect on July 1, 1917, but were revised on November 1, 1917.

<sup>2</sup> Fifth class, \$3.20 a day.

<sup>3</sup> Plus regular daily pay.

<sup>4</sup> New rates, established July 12, 1917.

<sup>5</sup> Fifth class, \$3.68 a day.

<sup>6</sup> Fifth class, \$3.28 a day.

<sup>7</sup> Fifth class, \$2.96 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
<b>United States Navy Yard Employees, Boston — Con.</b>				
Painters' helpers, . . . . .	\$2.56	\$2.32	\$2.08	\$1.60
Pattern makers, . . . . .	4.40	4.16	3.92	3.44
Pavers, . . . . .	4.48	4.00	3.76	3.12
Pipefitters, . . . . .	4.00	3.76	3.52	3.28
Pipefitters' helpers, . . . . .	2.64	2.32	2.08	1.68
Plasterers, . . . . .	4.72	4.32	4.00	3.76
Plumbers, house, . . . . .	4.48	4.24	4.00	3.68
Plumbers, ship, . . . . .	4.40	4.16	3.92	3.68
Punchers and shearers, . . . . .	3.28	3.04	2.80	2.48
Riggers, . . . . .	4.00	3.76	3.52	2.80
Riggers' helpers, . . . . .	2.56	2.32	2.08	1.60
Riveters, . . . . .	3.84	3.60	3.36	3.12
Rivet heaters (boys), . . . . .	2.00	1.76	1.52	1.28
Roofers, . . . . .	4.80	4.56	4.32	3.52
Rope makers, . . . . .	3.52	3.36	3.12	<sup>1</sup> 2.88
Rope makers' helpers, . . . . .	2.56	2.32	2.08	1.60
Sail makers, . . . . .	4.00	3.76	3.52	2.80
Sand blasters, . . . . .	3.04	2.80	—	—
Saw filers, . . . . .	5.04	4.00	3.52	3.04
Sheet metal workers, . . . . .	4.40	4.16	3.92	3.44
Ship fitters, . . . . .	4.48	4.24	4.00	<sup>2</sup> 3.76
Ship fitters' helpers, . . . . .	2.64	2.40	2.16	1.76
Ship smiths, . . . . .	4.16	3.92	3.68	<sup>3</sup> 3.44
Ship smiths' helpers, . . . . .	2.72	2.56	2.32	1.84
Shipwrights, . . . . .	4.16	3.92	3.76	<sup>4</sup> 3.52
Stable keepers, . . . . .	2.48	2.16	1.92	1.60
Stone cutters, . . . . .	4.00	3.76	3.52	3.04
Teamsters, . . . . .	2.72	2.48	2.24	2.00
Tool dressers, . . . . .	4.00	3.76	3.52	3.28
Tool makers, . . . . .	4.56	4.32	4.08	3.84
Trackmen, . . . . .	2.96	2.72	2.48	2.24
Upholsterers, . . . . .	3.76	3.52	3.28	3.04
Wharf builders, . . . . .	3.92	3.68	3.44	2.80
Wheelwrights, . . . . .	3.52	3.36	3.28	2.80
Wiremen, . . . . .	4.56	4.16	3.76	3.36
Woodworkers' helpers, . . . . .	2.56	2.32	2.08	1.60

<sup>1</sup> Fifth class, \$2.64 a day.<sup>2</sup> Fifth class, \$3.28 a day.<sup>3</sup> Fifth class, \$3.04 a day.<sup>4</sup> Fifth class, \$3.20 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees.<sup>1</sup></b>					
Annealers . . . . .	\$2.80	—	—	—	—
Armament foremen, . . . . .	<sup>2</sup> 175.00	—	—	—	—
Armament foremen, assistant, . . . . .	<sup>2</sup> 160.00	—	—	—	—
Blacksmiths, . . . . .	3.12	\$3.28	\$3.36	\$3.60	\$3.84
Blacksmiths (foremen), . . . . .	<sup>2</sup> 160.00	—	—	—	—
Blacksmiths' helpers, . . . . .	2.16	2.24	2.32	2.48	2.80
Carpenters, . . . . .	2.80	3.12	3.28	3.36	<sup>3</sup> 3.44
Carpenters' helpers, . . . . .	2.40	—	—	—	—
Chemists, . . . . .	<sup>4</sup> 1,200.00	<sup>4</sup> 1,320.00	<sup>4</sup> 1,560.00	<sup>4</sup> 1,980.00	—
Chippers, . . . . .	2.40	2.48	2.56	2.64	2.80
Coremakers, . . . . .	4.00	4.16	—	—	—
Cranemen, . . . . .	2.40	2.48	2.56	2.80	2.96
Draftsmen, . . . . .	<sup>2</sup> 110.00	<sup>4</sup> 1,000.00	<sup>4</sup> 1,200.00	<sup>4</sup> 1,210.00	<sup>5</sup> 1,300.00
Draftsmen's apprentices, . . . . .	<sup>4</sup> 528.00	<sup>4</sup> 648.00	—	—	—
Electricians, . . . . .	3.36	3.68	3.76	3.84	3.92
Electricians' helpers, . . . . .	2.32	2.40	—	—	—
Engineers, assistant, . . . . .	<sup>2</sup> 97.50	—	—	—	—
Engineers, locomotive, . . . . .	3.84	—	—	—	—
Engineers, locomotive, crane, . . . . .	<sup>2</sup> 92.50	—	—	—	—
Engineers, stationary, . . . . .	<sup>2</sup> 95.00	<sup>2</sup> 115.00	—	—	—
Firemen, . . . . .	<sup>2</sup> 80.00	<sup>2</sup> 82.00	<sup>2</sup> 92.50	—	—
Foremen, assistant, . . . . .	2.80	2.96	—	—	—
Foundry boys (first six months), . . . . .	1.00	—	—	—	—
Furnace helpers, . . . . .	2.56	—	—	—	—
Gang bosses, . . . . .	2.80	3.04	3.28	3.92	<sup>6</sup> 4.56
Hardening shop foremen, . . . . .	<sup>4</sup> 1,800.00	—	—	—	—
Inspectors, assistant, . . . . .	2.00	2.76	<sup>2</sup> 95.00	<sup>2</sup> 110.00	—
Inspectors, assistant (ordnance), . . . . .	<sup>2</sup> 110.00	<sup>2</sup> 150.00	—	—	—
Inspectors, chief, . . . . .	<sup>2</sup> 150.00	—	—	—	—
Inspectors, shop, . . . . .	4.80	<sup>2</sup> 105.00	<sup>2</sup> 110.00	<sup>2</sup> 120.00	<sup>2</sup> 130.00
Laboratory assistants, . . . . .	<sup>2</sup> 100.00	<sup>2</sup> 105.00	<sup>2</sup> 110.00	<sup>4</sup> 1,200.00	—
Laborers (foremen), . . . . .	2.96	3.52	4.00	—	—
Laborers, skilled, . . . . .	2.32	2.40	2.56	2.64	<sup>7</sup> 2.72
Laborers, unskilled, . . . . .	2.16	2.24	2.32	2.40	<sup>8</sup> 2.48
Machine operators, . . . . .	2.32	2.48	2.56	2.64	<sup>9</sup> 2.80
Machinists, . . . . .	2.56	2.80	3.12	3.36	<sup>10</sup> 3.44
Machinists' apprentices, . . . . .	.78	1.24	1.88	2.34	—
Machinists, armament, . . . . .	3.12	3.28	3.36	3.60	—
Machinists (foremen), . . . . .	<sup>2</sup> 140.00	<sup>2</sup> 150.00	<sup>2</sup> 160.00	<sup>4</sup> 1,920.00	—
Machinists' helpers, . . . . .	2.00	2.16	2.24	2.32	<sup>11</sup> 2.40
Machinists, resident, . . . . .	<sup>2</sup> 125.00	—	—	—	—
Masons, . . . . .	5.60	—	—	—	—
Masons' helpers, . . . . .	2.56	—	—	—	—
Messenger boys, . . . . .	<sup>4</sup> 360.00	<sup>4</sup> 420.00	—	—	—

<sup>1</sup> Rates of wages shown are rates per day except where otherwise specified and were those in effect on July 1, 1917. Since that date the rates have been revised in a large number of instances and some new positions have been added. Salaries of officials receiving more than \$2,100 per annum are not shown. Eight hours constitutes a day's work for all mechanics, laborers, and workmen. Per diem employees are paid for each day upon which they render service and are paid, in addition, for all holidays. Employees, such as watchmen, teamsters, engineers, assistant engineers, firemen, etc., whose pay is either annual or monthly, are paid for thirty (30) days in each month and, if called upon, are required to render service on each day. Employees other than mechanics, laborers, and workmen, whose compensation is either annual or monthly, such as draftsmen, inspectors, etc., are not limited to eight hours in any one day, but ordinarily work eight hours per day.

<sup>2</sup> Rate per month.

<sup>3</sup> Sixth class, \$3.52.

<sup>4</sup> Rate per year.

<sup>5</sup> Rate per year. Sixth class, \$1,320; seventh class, \$1,440; eighth class, \$1,540; ninth class, \$1,650.

<sup>6</sup> Fourteen classes in all; maximum, \$150 per month.

<sup>7</sup> Twelve classes in all; maximum, \$140 per month.

<sup>8</sup> Eight classes in all; maximum, \$2.72 per day.

<sup>9</sup> Eight classes in all; maximum, \$3.36 per day.

<sup>10</sup> Twelve classes in all; maximum, \$4.32 per day.

<sup>11</sup> Ten classes in all; maximum, \$2.88 per day.



TABLE 14. FEDERAL SERVICE — CONCLUDED.

OCCUPATIONS.	RATES OF WAGES				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees</b> — Con.					
Molders, . . . . .	\$3.28	\$4.16	\$4.40	—	—
Molders' apprentices, . . . . .	1.04	1.68	2.48	\$3.12	—
Molders (foremen), . . . . .	<sup>1</sup> 1,680.00	—	—	—	—
Molders' helpers, . . . . .	2.16	2.24	2.32	2.40	\$2.48
Office helpers, . . . . .	<sup>1</sup> 540.00	<sup>1</sup> 594.00	<sup>1</sup> 600.00	<sup>1</sup> 660.00	<sup>2</sup> 720.00
Oilers, . . . . .	2.48	—	—	—	—
Packers, . . . . .	2.40	2.48	2.64	—	—
Painters, . . . . .	2.88	—	—	—	—
Pattern makers, . . . . .	2.80	4.08	4.32	—	—
Plumbers, . . . . .	3.44	3.60	—	—	—
Plumbers' helpers, . . . . .	2.24	2.40	2.56	—	—
Polishers, . . . . .	3.12	—	—	—	—
Punch press operators, . . . . .	2.56	—	—	—	—
Rate setters, . . . . .	3.84	<sup>3</sup> 110.00	<sup>3</sup> 125.00	<sup>3</sup> 135.00	<sup>4</sup> 140.00
Riggers, . . . . .	2.56	2.80	3.84	—	—
Screw makers, . . . . .	3.36	—	—	—	—
Steam hammer drivers, . . . . .	2.48	2.56	—	—	—
Storehouse keepers, . . . . .	<sup>1</sup> 1,260.00	—	—	—	—
Storehouse keepers, assistant, . . . . .	<sup>3</sup> 75.00	—	—	—	—
Teamsters, . . . . .	2.24	—	—	—	—
Telephone operators, . . . . .	<sup>1</sup> 576.00	<sup>1</sup> 680.00	—	—	—
Tool grinders, . . . . .	2.48	2.72	2.80	3.60	—
Tool keepers, . . . . .	2.32	2.40	2.48	3.84	—
Tool makers, . . . . .	2.64	3.36	3.60	3.68	<sup>5</sup> 3.84
Tool makers (foremen), . . . . .	<sup>3</sup> 155.00	—	—	—	—
Toolsmiths, . . . . .	3.36	—	—	—	—
Woodworkers (foremen), . . . . .	<sup>1</sup> 1,860.00	—	—	—	—
Workmen, skilled, . . . . .	2.56	2.76	3.12	3.16	<sup>6</sup> 3.20

<sup>1</sup> Rate per year.<sup>2</sup> Rate per year. Nine classes in all; maximum, \$853 per year.<sup>3</sup> Rate per month.<sup>4</sup> Rate per month. Sixth class, \$150 per month.<sup>5</sup> Nine classes in all; maximum, \$120 per month.<sup>6</sup> Fourteen classes in all; maximum daily rate, \$8; maximum monthly rate, \$115. Fourteenth class, \$2,600 per year.

TABLE 15. MUNICIPAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Ambulance Drivers.</b>									
Boston, . . . . .	-	-	\$21.00	-	-	8	8	<sup>2</sup> 56	<sup>2</sup> 6
<b>Attendants.</b>									
Boston (Bath dept.), . . .	-	\$3.00	-	-	-	8	8	48	-
<b>Blacksmiths.</b>									
Boston (Highway dept.), . .	-	4.00	24.00	-	-	8	4	44	12
Boston (Park employees), . .	-	4.00	-	-	-	8	4	44	12
New Bedford, . . . . .	-	3.50	21.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	\$0.37½	3.00	18.00	Reg.	Reg.	8	8	48	6
<b>Blacksmiths' Helpers.</b>									
New Bedford, . . . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	8	48	6
<b>Carpenters.</b>									
Boston (Metropolitan Park dept.), . . . . .	-	3.85	23.10	Reg.	Reg.	8	4	44	12
Boston (Paving dept.), . . .	-	4.00	-	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	.40½	3.25	19.50	Reg.	Reg.	8	8	48	6
Wellesley, . . . . .	-	2.50	15.00	1½ T.	1½ T.	9	5	50	12
<b>Chauffeurs.</b>									
Boston:									
Ambulance drivers, . . . . .	-	-	21.00	-	-	8	8	<sup>2</sup> 56	<sup>2</sup> 6
Cemetery dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Chauffeurs, first class, . . .	-	-	21.00	-	-	8	5	45	12
Metropolitan Park dept., . .	-	3.25	19.50	Reg.	Reg.	8	4	44	12
Brookline, . . . . .	-	-	18.00	Reg.	Reg.	8	8	48	4
Newton, . . . . .	.39	3.12	18.72	Reg.	Reg.	8	8	48	6
<b>Custodians.</b>									
Boston (Bath dept.), . . . . .	-	3.00	-	-	-	8	8	48	-
Springfield (school house), .	-	-	<sup>3</sup> 15.40	Reg.	Reg.	8	<sup>4</sup> 5	48	12
<b>Drawtenders.</b>									
Boston:									
Drawtenders, . . . . .	-	-	<sup>5</sup> 26.92	-	-	8	8	56	-
Drawtenders, first assistant, .	-	-	<sup>5</sup> 19.23	-	-	8	8	56	-
Drawtenders, second assistant, .	-	-	<sup>5</sup> 21.15	-	-	8	8	56	-
Drawtenders (Bridge Commission), . . . . .	-	-	<sup>5</sup> 23.08	-	-	8	8	56	-
Drawtenders, assistant (Bridge Commission), . . . . .	-	-	<sup>5</sup> 19.23	-	-	8	8	56	-
Cambridge, . . . . .	-	-	<sup>5</sup> 22.12	-	-	8	8	56	-
Cambridge (assistant), . . . .	-	-	<sup>5</sup> 18.27	-	-	8	8	56	-
<b>Drillers.</b>									
New Bedford, . . . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	8	48	6

<sup>1</sup> Symbols signify as follows: Reg.=Regular time; 1½ T.=One and one-half time; 2 T.=Double time.<sup>2</sup> Work 7 days per week with 5 hours off on alternate Sundays.<sup>3</sup> Minimum rate; rates range as high as \$23; majority receive \$18 and \$21.<sup>4</sup> Work 3 hours on Sunday.<sup>5</sup> Rate per week, on the basis of annual salary (52 weeks).

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electricians.</b>									
Boston (Port Directors' employees), . . . . .	-	\$4.66 <sup>2</sup> / <sub>3</sub>	\$28.00	Reg.	Reg.	8	4	44	12
<b>Engineers, Stationary.</b>									
Boston (Cemetery dept.), . . . . .	-	3.50	-	-	-	8	4	44	12
New Bedford (hoisting and portable), . . . . .	-	-	24.00	Reg.	Reg.	8½	5½	48	12
Wellesley, . . . . .	-	{ 3.25- 3.75 }	-	1½ T.	1½ T.	9	5	50	12
<b>Foremen.</b>									
Boston:									
Cemetery dept., teamsters,	-	3.00	-	-	-	8	4	44	12
Highway dept., . . . . .	-	1 5.77	2 34.62	-	-	8	4	44	12
Highway dept., sub-foremen,	-	-	24.93	-	-	8	4	44	12
Metropolitan Park dept., . . . . .	-	3.85	23.10	Reg.	Reg.	8	4	44	12
Park employees, . . . . .	-	4.00	-	-	-	8	4	44	12
Lynn, . . . . .	-	-	24.00	Reg.	2 T.	8	4	44	12
New Bedford (Sewer dept.), . . . . .	-	4.00	24.00	Reg.	Reg.	8½	5½	48	12
New Bedford (Street dept.), . . . . .	-	3.50	21.00	Reg.	Reg.	8½	5½	48	12
Newton:									
Forestry dept., . . . . .	\$0.42	3.36	-	Reg.	Reg.	8	8	48	6
Highway dept., . . . . .	.43¾	3.50	-	Reg.	Reg.	8	8	48	6
Sewer dept., . . . . .	.50	4.00	-	Reg.	Reg.	8	8	48	6
Waltham, . . . . .	-	{ 2.75- 3.50 }	-	1½ T.	1½ T.	8	8	48	6
Watertown, . . . . .	-	-	21.00	-	Reg.	8	4	44	12
Winchester:									
First class, . . . . .	-	1 4.15	2 24.90	-	-	8½	5	48	12
Second class, . . . . .	-	1 3.45	2 20.67	-	-	8½	5	48	12
Stablemen, . . . . .	-	2.75	-	-	-	8½	5	48	12
Street sweepers, . . . . .	-	2.75	16.50	-	-	8½	5	48	12
Teamsters, . . . . .	-	3.00	18.00	-	-	8½	5	48	12
Tree dept., . . . . .	-	3.25	19.50	-	-	8½	5	48	12
Woburn, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	3 8	3 48	3 4
<b>Gardeners and Assistants.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
<b>Gatemen (Ferry).</b>									
Boston, . . . . .	-	-	21.50	-	-	8	4	44	12
<b>Graders and Sodders.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
Cambridge, . . . . .	-	3.00	-	Reg.	2 T.	8	4	44	12
<b>Grave Diggers.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
<b>Inspectors.</b>									
Boston:									
Metropolitan Park dept., . . . . .	-	3.85	23.10	Reg.	Reg.	8	4	44	12
Sanitary and Street Cleaning dept., . . . . .	-	1 3.85	2 23.10	-	-	8	8	48	4 -
Sewer dept., . . . . .	-	1 3.85	2 23.10	-	-	{ 5 8 9	8 9	5 48 54	-
Street Oiling and Watering dept., . . . . .	-	1 3.85	2 23.10	-	-	8	8	48	4 -

1 Rate per day, on the basis of 312 working days in year.

2 Rate per week, on the basis of annual salary (52 weeks).

3 During 4 months, 4½ hours on Saturday, 4½ hours a week.

4 Employees are granted Saturday half-holiday when weather and working conditions permit.

5 Hours of labor vary; usually 8 or 9 hours a day.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Iron Workers.</b>									
Boston (Park employees), . . . . .	-	\$4.00	-	-	-	8	4	44	12
<b>Laborers.</b>									
Arlington, . . . . .	\$0.34 $\frac{3}{4}$	2.75	\$16.50	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	6
Boston:									
Cemetery dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Highway dept., . . . . .	.37 $\frac{1}{2}$	3.00	18.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Metropolitan District, <sup>1</sup> . . . . .	-	2.50	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	4	44	12
Metropolitan Park dept., . . . . .	.34 $\frac{3}{8}$	2.75	16.50	Reg.	Reg.	8	4	44	12
Park dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Paving dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Port Directors' employees, . . . . .	-	2.75	-	Reg.	Reg.	8	4	44	12
Sanitary and Street Cleaning dept., Union A, . . . . .	-	3.00	18.00	2-	2-	8	4	44	12
Brookline, . . . . .	-	2.50 2.75	-	Reg.	Reg.	8	8	48	4
Chelsea, . . . . .	.34 $\frac{3}{8}$	2.75	16.50	Reg.	Reg.	8	4	44	12
Fall River, . . . . .	.32 $\frac{1}{2}$	2.60	15.60	Reg.	Reg.	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Fitchburg, . . . . .	.32	2.56	15.36	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8 $\frac{3}{8}$ 9	5	48	12
Lowell:									
Paving, . . . . .	-	2.75	-	1 $\frac{1}{2}$ T.	2 T.	4 <sup>9</sup>	4	48	12
Pick and shovel, . . . . .	-	2.50	-	1 $\frac{1}{2}$ T.	2 T.	4 <sup>9</sup>	4	48	12
Street sweepers, . . . . .	-	2.50	-	1 $\frac{1}{2}$ T.	2 T.	4 <sup>9</sup>	4	48	12
Lynn, . . . . .	.41	3.28	18.00	Reg.	2 T.	8	4	44	12
Melrose, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	Reg.	Reg.	8	8	48	4
Nahant, . . . . .	-	3.00	18.00	-	-	8	4	44	12
New Bedford, . . . . .	-	2.60	15.60	Reg.	Reg.	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
New Bedford (sewers), . . . . .	-	2.75	16.50	Reg.	Reg.	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Newton, . . . . .	.34 $\frac{3}{8}$	2.75	16.50	Reg.	Reg.	8	8	48	6
Newton (skilled), . . . . .	.42	3.36	20.16	Reg.	Reg.	8	8	48	6
Revere, . . . . .	.34 $\frac{3}{8}$	2.75	16.50	-	-	8	8	48	6
Somerville, . . . . .	-	2.75	16.50	-	-	8	8	48	5
Waltham, . . . . .	-	2.75	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	6
Watertown, . . . . .	.40 <sup>10</sup> / <sub>11</sub>	3.27 <sup>3</sup> / <sub>11</sub>	18.00	-	Reg.	8	4	44	12
Wellesley, . . . . .	-	2.50	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	9	5	50	12
Winchester, . . . . .	-	2.75	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8 $\frac{3}{8}$	5	48	12
Woburn, . . . . .	.31 $\frac{1}{4}$	2.50	15.00	Reg.	Reg.	8	6 <sup>8</sup>	5 48	5 4
Worcester, . . . . .	.28 $\frac{1}{8}$	2.25	13.50	-	Reg.	6 8	6 8	48	6 4
<b>Lamplighters.</b>									
Boston, . . . . .	-	2.00	14.00	-	-	-	-	-	-
<b>Marble Rubbers.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
<b>Mechanics.</b>									
Boston (Metropolitan Park dept.), . . . . .	-	3.25	19.50	Reg.	Reg.	8	4	44	12
Boston (Port Directors' employees), . . . . .	-	3.75	22.50	Reg.	Reg.	8	4	44	12
Waltham, . . . . .	-	2.75- 3.50	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	6

<sup>1</sup> Employed by the Metropolitan Water and Sewerage Board.

<sup>2</sup> Regular rate for overtime on week days and time and one-half on holidays and Sundays, in effect on July 1, 1917; after November 1, 1917, rates were changed to time and one-half for overtime on week days, and double time on holidays and Sundays.

<sup>3</sup> Two days, 8 hours; 3 days, 9 hours.

<sup>4</sup> One day, 8 hours.

<sup>5</sup> During 4 months, 4 $\frac{1}{2}$  hours on Saturday, 44 $\frac{1}{2}$  hours a week.

<sup>6</sup> During 4 months, work 9 hours on 4 days, 8 hours, 1 day, and 4 hours on Saturday.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Painters.</b>										
Boston (Cemetery dept.), . . .	-	\$3.00	-	-	-	8	4	44	12	
Boston (Metropolitan Park dept.), . . .	-	3.00	\$18.00	Reg.	Reg.	8	4	44	12	
<b>Pavers.</b>										
Boston, <sup>1</sup> . . .	\$0.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	-	
Boston (Highway dept.), . . .	-	3.50	21.00	1½ T.	2 T.	8	4	44	12	
Boston (Paving dept.), . . .	-	3.50	-	1½ T.	2 T.	8	4	44	12	
Lowell (block and cobble), . . .	-	4.50	27.00	1½ T.	2 T.	9	4	48	12	
New Bedford (block), . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12	
New Bedford (cobble), . . .	-	2.75	16.50	Reg.	Reg.	8½	5½	48	12	
Newton, . . .	\$.62½	5.00	30.00	1½ T.	2 T.	8	8	48	-	
<b>Rammermen.</b>										
Lowell, . . .	-	3.25	19.50	1½ T.	2 T.	9	4	48	12	
Newton, . . .	\$.62½	5.00	30.00	1½ T.	2 T.	8	8	48	-	
<b>Sewer Workers.</b>										
Cambridge:										
Bracers, . . .	.37½	3.00	18.00	-	-	8	4	44	12	
Bracers' tenders, . . .	.34½	2.75	16.50	-	-	8	4	44	12	
Concrete mixers, . . .	.34½	2.75	16.50	-	-	8	4	44	12	
Pipe layers, . . .	.37½	3.00	18.00	-	-	8	4	44	12	
Pipe layers' helpers, . . .	.34½	2.75	16.50	-	-	8	4	44	12	
<b>Stablemen.</b>										
Boston:										
Cemetery dept., . . .	-	3.00	-	-	-	8	4	44	12	
Metropolitan Park dept., . . .	-	3.00	18.00	Reg.	Reg.	8	4	44	12	
Sanitary and Street Cleaning dept., Union A, . . .	-	3.00	18.00	4-	4-	8	4	44	12	
Brookline, . . .	-	2.75	16.50	Reg.	Reg.	8	8	48	4	
Chelsea, . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12	
Fall River, . . .	.32½	2.60	18.20	Reg.	Reg.	8	8	56	-	
Lowell, . . .	-	-	19.25	-	-	8	8	56	-	
Lynn, . . .	.41	3.28	18.00	Reg.	2 T.	8	4	44	12	
Melrose, . . .	.37½	3.00	18.00	Reg.	Reg.	8	8	48	4	
Somerville, . . .	-	2.90	17.40	-	-	8	8	48	5	
Winchester, . . .	-	2.75	-	1½ T.	1½ T.	8½	5	48	12	
Woburn, . . .	.31½	2.50	15.00	Reg.	Reg.	8	5	48	5	
Worcester, . . .	.28½	2.25	13.50	-	Reg.	8	8	48	6	
<b>Steam Roller Men.</b>										
Boston (Paving dept.), . . .	-	4.00	-	1½ T.	2 T.	8	4	44	12	
Brockton (engineers), . . .	-	-	27.50	2 T.	2 T.	8	4	44	12	
Lowell (engineers), . . .	7.75	-	27.50	2 T.	2 T.	8½	5½	48	12	
Winchester (engineers), . . .	-	{ 8 3.49	{ 20.96	1½ T.	1½ T.	8½	5	48	12	
Winchester (flagmen), . . .	-	{ 4.09	{ 24.52	1½ T.	1½ T.	8½	5	48	12	
		2.75	16.50	1½ T.	1½ T.	8½	5	48	12	

<sup>1</sup> Includes wood block paving, brick paving on streets and sidewalks, granite paving, and flag laying.

<sup>2</sup> One day, 8 hours.

<sup>3</sup> On September 15, 1917, rate was increased to 75 cents an hour.

<sup>4</sup> Regular rate for overtime on week days and time and one-half on holidays and Sundays, in effect on July 1, 1917; after November 1, 1917, rates were changed to time and one-half for overtime on week days, and double time on holidays and Sundays.

<sup>5</sup> During 4 months, 4½ hours on Saturday, 44½ hours a week.

<sup>6</sup> During 4 months, work 9 hours on 4 days, 8 hours, 1 day, and 4 hours on Saturday.

<sup>7</sup> Rate for broken time.

<sup>8</sup> Rate per day, on the basis of 312 working days in year.

<sup>9</sup> Rate per week, on the basis of annual salary (52 weeks).



TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Stone Cutters.</b>									
Boston (Highway dept.), . . . . .	-	\$3.50	\$21.00	1½ T.	2 T.	8	4	44	12
<b>Storemen.<sup>1</sup></b>									
Boston, . . . . .	\$0.41	3.28	19.68	Reg.	Reg.	8	8	48	3
Boston (laborers), . . . . .	.32	2.56	15.36	Reg.	Reg.	8	8	48	3
<b>Street Sweepers.</b>									
Cambridge, . . . . .	-	2.75	-	Reg.	2 T.	8	4	44	12
Winchester, . . . . .	-	2.25	13.50	1½ T.	1½ T.	8½	5	48	12
<b>Teamsters.</b>									
Arlington, . . . . .	.34½	2.75	16.50	1½ T.	1½ T.	8	8	48	6
Boston:									
Cemetery dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Metropolitan Park dept., . .	-	3.00	18.00	Reg.	Reg.	8	4	44	12
Sanitary and Street Clean-	-	3.00	18.00	2 -	2 -	8	4	44	12
ing dept., . . . . .	-	-	16.50	Reg.	2 T.	8	4	44	12
Brockton, . . . . .	-	-	17.00	Reg.	Reg.	8	8	48	4
Brookline (single), . . . . .	-	-	17.50	Reg.	Reg.	8	8	48	4
Brookline (double), . . . . .	-	3.00	-	Reg.	2 T.	8	4	44	12
Cambridge (ashes), . . . . .	-	2.75	-	Reg.	2 T.	8	4	44	12
Cambridge (streets), . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	4	44	12
Chelsea (single), . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Chelsea (double), . . . . .	.32½	2.60	15.60	Reg.	Reg.	8½	5½	48	12
Fall River (single), . . . . .	.36½	2.95	17.70	Reg.	Reg.	8½	5½	48	12
Fall River (double), . . . . .	.32	2.56	15.36	1½ T.	1½ T.	{ 8 9 }	5	48	12
Fitchburg, . . . . .	-	2.75	16.50	2 T.	2 T.	9	4	48	12
Lowell (Union A), . . . . .	-	2.75	16.50	-	-	8½	5½	48	12
Lowell (Union B), . . . . .	-	-	\$ 19.00	Reg.	2 T.	8	4	44	12
Lynn (single), . . . . .	-	-	\$ 20.00	Reg.	2 T.	8	4	44	12
Lynn (double), . . . . .	-	2.75	16.50	Reg.	Reg.	8	8	48	5
Malden, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	8	48	4
Melrose (single), . . . . .	-	-	21.50	Reg.	Reg.	8	8	48	4
Melrose (double), . . . . .	-	2.60	15.60	Reg.	Reg.	8½	5½	48	12
New Bedford, . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	8	48	6
Newton, . . . . .	.34½	2.75	16.50	-	-	8	8	48	6
Revere, . . . . .	-	2.90	17.40	-	-	8	8	48	5
Somerville, . . . . .	-	3.00	-	1½ T.	1½ T.	8	8	48	6
Waltham, . . . . .	.4010/11	3.273/11	18.00	-	Reg.	8	4	44	12
Watertown, . . . . .	-	2.50	15.00	1½ T.	1½ T.	{ 10 11 }	10 11	60 66	-
Wellesley, . . . . .	-	-	17.50	1½ T.	1½ T.	8½	5	48	12
Winchester, . . . . .	.28½	2.25	13.50	-	Reg.	8	8	48	4
Worcester (single), . . . . .	.32	2.56	15.36	-	Reg.	8	8	48	4
Worcester (double), . . . . .									
<b>Teamsters' Helpers.</b>									
Boston (Sanitary and Street	-	3.00	18.00	2 -	2 -	8	4	44	12
Cleaning dept., Union A), . .	-	3.00	-	Reg.	2 T.	8	4	44	12
Cambridge (ashes), . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	4	44	12

<sup>1</sup> Employed by the U. S. Navy Yard.<sup>2</sup> Regular rate for overtime on week days and time and one-half on holidays and Sundays, in effect on July 1, 1917; after November 1, 1917, rates were changed to time and one-half for overtime on week days, and double time on holidays and Sundays.<sup>3</sup> Two days, 8 hours; 3 days, 9 hours.<sup>4</sup> One day, 8 hours.<sup>5</sup> Receive \$18, and when they care for horses, men receive \$1 for single teams and \$2 for double teams additional.<sup>6</sup> During 4 months, work 9 hours on 4 days, 8 hours, 1 day, and 4 hours on Saturday.

TABLE 15. MUNICIPAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Teamsters Helpers — Con.</b>										
Fall River, . . . . .	\$0.32½	\$2.60	\$15.60	Reg.	Reg.	8½	5½	48	12	
Lowell (Union A), . . . .	—	2.50	15.00	2 T.	2 T.	19	4	48	12	
Lowell (Union B), . . . .	—	—	15.00	—	—	8½	5½	48	12	
Lynn, . . . . .	.41	3.28	18.00	Reg.	2 T.	8	4	44	12	
Malden, . . . . .	—	2.75	16.50	Reg.	Reg.	8	8	48	5	
New Bedford, . . . . .	—	2.60	15.60	Reg.	Reg.	8½	5½	48	12	
Revere, . . . . .	.34¾	2.75	16.50	—	—	8	8	48	6	
Somerville, . . . . .	—	2.75	16.50	—	—	8	8	48	5	
Winchester, . . . . .	—	2.75	16.50	1½ T.	1½ T.	8¾	5	48	12	
<b>Tool Sharpeners.</b>										
Boston (Cemetery dept.), .	—	3.50	—	—	—	8	4	44	12	
<b>Tree Climbers.</b>										
Newton, . . . . .	.38	3.04	18.24	Reg.	Reg.	8	8	48	6	
Winchester, . . . . .	—	3.00	18.00	1½ T.	1½ T.	8¾	5	48	12	
<b>Tree Men.</b>										
Boston (Cemetery dept.), .	—	3.00	—	—	—	8	4	44	12	
<b>Watchmen.</b>										
Boston (Port Directors' em- ployees), . . . . .	—	3.00	21.00	—	—	8	8	56	—	

1 One day, 8 hours.

## C. STEAM AND ELECTRIC RAILWAY SERVICE.

## STEAM RAILROAD SERVICE.

*Introductory Note.* — The information presented in the following table (Table 16) has reference to those occupations, only, which are peculiar to railroad service and which relate primarily to the operation of trains. The rates of wages and hours of labor as in effect on July 1, 1917, appear in the table. Certain general changes which have taken place since that date have been discussed in notes accompanying the respective groups of occupations to which they severally refer.

Special attention should be called to the fact that the hours of labor and the overtime and emergency rates of pay in the case of employees engaged in the operation of trains were adjusted, in accordance with the provisions of the so-called "Adamson Act." This act, passed by Congress early in September, 1916, provided, in brief, that, beginning January 1, 1917, eight hours should be deemed the standard or measure of a day's work, for the purpose of reckoning the compensation of all employees engaged in the operation of trains (with certain specified exceptions).

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules," applicable to employees in the several branches of service, showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators, are regulated by the Federal law applicable to that class of service.

In view of the foregoing considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. Data with reference to steam railroad employees are presented for four railway systems operated in part or wholly in Massachusetts, designated by capital letters as follows: (A) Boston and Albany Railroad, (B) New York, New Haven, and Hartford Railroad, (C) Boston and Maine Railroad, and (D) Boston, Revere Beach, and Lynn Railroad. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are quite uniform for three of the railroad systems considered. Attention is called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but are applicable likewise throughout the entire systems.

TABLE 16. STEAM RAILROAD SERVICE.

## OPERATION OF TRAINS.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME <sup>1</sup>	EMERGENCY SERVICE <sup>2</sup>			STANDARD WORK DAY <sup>1</sup>	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		Hourly Rates of Wages	One Hour or Less	From One to Four Hours	Over Four Hours	Miles    Hours
<b>Conductors, Trainmen, and Yardmen.</b>									
<i>Baggagemen, Passenger.</i>									
Railroad A, . . . . .	\$0.0165	\$2.75	\$82.50	Reg.	Reg.	\$1.375	\$2.75	166	8
Railroad B, . . . . .	.0165	2.75	77.35	Reg.	Reg.	1.375	2.75	166	8
Railroad C, . . . . .	.0165	2.75	77.00	Reg.	Reg.	1.375	2.75	166	8
Railroad D, . . . . .	-	-	\$ 16.00	Reg.	-	-	-	-	4 10
<i>Brakemen, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . .	.03	3.00	-	Reg.	-	-	-	100	8
<i>Brakemen, Milk Train.</i>									
Railroad A, . . . . .	.0189	3.05	79.30	Reg.	-	-	-	162	8
<i>Brakemen, Passenger.</i>									
Railroad A, . . . . .	.016	2.55	76.50	Reg.	Reg.	1.275	2.55	159	8
Railroad B, . . . . .	.016	2.55	72.35	Reg.	-	-	-	159	8
Railroad C, . . . . .	.016	2.55	71.40	Reg.	Reg.	1.275	2.55	159	8
Railroad D, . . . . .	-	-	\$ 14.75	Reg.	-	-	-	-	4 10
<i>Brakemen, Through and Irregular Freight, etc.</i>									
Railroads A, B, and C, . . .	.0267	2.67	-	Reg.	-	-	-	100	8
<i>Brakemen, Yard.</i>									
Railroad A, day, . . . . .	{ 6 .41½ 43¾ 6 .43¾ 46¾	-	-	Reg.	-	-	-	-	8
Railroad A, night, . . . . .	{ 7 .43¾ 46¾	-	-	Reg.	-	-	-	-	8
Railroad B, day, . . . . .	{ 7 .43¾ 46¾	3.50	-	Reg.	-	-	-	-	8
Railroad B, night, . . . . .	{ 7 .46¾	3.70	-	Reg.	-	-	-	-	8
Railroad B, first trick, . . .	-	3.50	-	Reg.	-	-	-	-	8
Railroad B, second trick, . .	-	3.60	-	Reg.	-	-	-	-	8
Railroad B, third trick, . . .	-	3.70	-	Reg.	-	-	-	-	8
Railroad C, day, . . . . .	{ 6 .41½ 42½ 44 5 .44 45 46¾	3.30 3.40 3.50 3.50 3.60 3.70	-	Reg.	-	-	-	-	8
Railroad C, night, . . . . .	{ 5 .44 45 46¾	3.50 3.60 3.70	-	Reg.	-	-	-	-	8

<sup>1</sup> See second paragraph of "Introductory Note" on page 123. Overtime is time in excess of 8 hours a day or 100 miles a day, except for extension circuit trips, so called. Unless otherwise stated in the table it is paid for pro rata. For extension circuit trips the payment is for not less than one-quarter of a day, for a round trip or fraction thereof. Special conditions apply to employees tied up on runs under the 16-hour law, or 14-hour law. The abbreviation "Reg." signifies regular rate or "pro rata."

<sup>2</sup> Emergency rates for all employees except as shown in the table are as follows:—

On Railroad A the rate for emergency service is one-half day's pay for less than four hours and not less than a day's pay for over four hours.

On Railroad B rate for emergency service of more than 30 minutes and less than two hours is paid on an hourly basis, 60 minutes or less to count as one hour; service of less than four hours or less than one-half of daily mileage—rate is one-half day's pay; over four hours or more than one-half daily mileage—rate is full day's pay.

On Railroad C rate for emergency service of 12½ miles or less or one hour or less is as for 12½ miles; over one hour or over 12½ miles but less than four hours or less than 50 miles is as for 50 miles; over four hours or over 50 miles is a day's pay.

<sup>3</sup> Weekly rate; on July 26, 1917, rate was increased to \$18.25.

<sup>4</sup> On July 26, 1917, hours were reduced to 8 a day.

<sup>5</sup> Weekly rate; on July 26, 1917, rate was increased to \$17.

<sup>6</sup> Hourly rates; paid different rates according to location of yard.

<sup>7</sup> Hourly rate.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME  Hourly Rates of Wages	EMERGENCY SERVICE			STANDARD WORK DAY	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		One Hour or Less	From One to Four Hours	Over Four Hours	Miles	Hours
<b>Conductors, Trainmen, and Yardmen — Con.</b>									
<i>Conductors, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . .	\$0.045	\$4.50	-	Reg.	-	-	-	100	8
<i>Conductors, Milk Train.</i>									
Railroad A, . . . . .	.029	4.50	\$117.00	Reg.	-	-	-	155	8
<i>Conductors, Passenger.</i>									
Railroad A, . . . . .	.029	{ 1 4.25 4.50	{ 1 110.50 135.00	} Reg.	Reg.	\$2.25	\$4.50	155	8
Railroad B, . . . . .	.029	4.50	125.00	Reg.	Reg.	2.25	4.50	155	8
Railroad C, . . . . .	.029	4.50	126.00	Reg.	Reg.	2.25	4.50	155	8
Railroad D, . . . . .	-	-	\$ 24.00	Reg.	-	-	-	-	<sup>3</sup> 10
<i>Conductors, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.04	4.00	-	Reg.	-	-	-	100	8
<i>Conductors, Yard.</i>									
Railroad A, day, . . . . .	{ .45 .47½ .47½	-	-	Reg.	-	-	-	-	8
Railroad A, night, . . . . .	{ .50 .47½	-	-	Reg.	-	-	-	-	8
Railroad B, day, . . . . .	{ .50 .47½	-	-	Reg.	-	-	-	-	8
Railroad B, night, . . . . .	{ .50 .47½	-	-	Reg.	-	-	-	-	8
Railroad B, first trick, . . .	-	3.80	-	Reg.	-	-	-	-	8
Railroad B, second trick, . .	-	3.90	-	Reg.	-	-	-	-	8
Railroad B, third trick, . . .	-	4.00	-	Reg.	-	-	-	-	8
Railroad C, day, . . . . .	{ .45 .46½ .47½	{ 3.60 3.70 3.80	-	Reg.	-	-	-	-	8
Railroad C, night, . . . . .	{ .47½ .49 .50	{ 3.80 3.90 4.00	-	Reg.	-	-	-	-	8
<i>Conductors, Assistant, Passenger.</i>									
Railroad A, . . . . .	.023	3.57	106.60	Reg.	Reg.	1.785	3.57	155	8
Railroad B, . . . . .	.023	3.57	100.00	Reg.	Reg.	1.785	3.57	155	8
Railroad C, . . . . .	.023	3.57	100.00	Reg.	Reg.	1.785	3.57	155	8
<i>Flagmen or Rear Trainmen, Local Freight, Pick-up and Drop Service.</i>									
Railroads A, B, and C, . . .	.03	3.00	-	Reg.	-	-	-	100	8
<i>Flagmen or Rear Trainmen, Milk Train.</i>									
Railroad A, . . . . .	.0193	3.05	79.30	Reg.	-	-	-	158	8
<i>Flagmen or Rear Trainmen, Passenger.</i>									
Railroad A, . . . . .	.016	2.60	78.00	Reg.	Reg.	1.30	2.60	162	8
Railroad B, . . . . .	.016	2.60	72.35	Reg.	Reg.	-	-	162	8
Railroad C, . . . . .	.016	2.60	72.80	Reg.	Reg.	1.30	2.60	162	8
<i>Flagmen or Rear Trainmen, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.0267	2.67	-	Reg.	-	-	-	100	8

<sup>1</sup> On one branch receive the smaller rate.

<sup>2</sup> Weekly rate; on July 26, 1917, rate was increased to \$26.25.

<sup>3</sup> On July 26, 1917, hours were reduced to 8 a day.

<sup>4</sup> Hourly rates; paid different rates according to location of yard.

<sup>5</sup> Hourly rate.



TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY		
	Per Day	OVERTIME <sup>1</sup>		Miles	Hours	
		Hour	Mileage Rate (pro rata over 100 miles)			
<b>Engineers, Locomotive.</b>						
<i>Local Freight.</i>						
Railroad A, . . . . .	{ 2 \$5.00 2 5.10 5.00 5.00	-	\$0.05	100	8	
Railroad B, . . . . .		-	.051			
Railroad C, . . . . .		Reg.	.05			100
Railroad C, . . . . .		Reg.	.0667			75
<i>Local Passenger.</i>						
Railroads B and C, . . . . .	4.25	Reg.	.0425	100	8	
Railroad C (consolidation engine), . . . . .	4.75	Reg.	.0475	100	8	
Railroad D, . . . . .	3 25.50	Reg.	-	-	4 10	
<i>Mallet Type Engines.</i>						
Railroad A, . . . . .	5.85	Reg.	.0585	100	8	
<i>Milk Trains.</i>						
Railroad A, . . . . .	{ 2 4.75 2 4.85 4.75	Reg.	.0475	100	8	
Railroad A, . . . . .		Reg.	.0485			
Railroad B, . . . . .		Reg.	.0475			100
<i>Switching.</i>						
Railroad A, . . . . .	4.11	Reg.	-	-	8	
Railroads B and C, . . . . .	4.10	Reg.	-	-	8	
Railroad C (consolidation engine), . . . . .	4.75	Reg.	-	-	8	
Railroad D, . . . . .	5 24.60	Reg.	-	-	6 9	
<i>Through Freight.</i>						
Railroad A, . . . . .	{ 2 4.75 2 4.85 4.75	Reg.	.0475	100	8	
Railroads B and C, . . . . .		Reg.	.0485			
Railroads B and C, . . . . .		Reg.	.0475			100
<i>Through Passenger.</i>						
Railroads A, B, and C, . . . . .	4.25	\$0.53½	.0425	100	5	

<sup>1</sup> Rates shown do not include rates paid for emergency service, so called, or special rates for certain duties. On Railroad A engineers in train service when resuming duty on continuous trips, after having been tied up under the law governing hours, are paid from tie-up point to terminal on following basis: For 50 miles or less, or 4 hours or less, payment is for 50 miles; for more than 50 miles or over 4 hours, payment is for 100 miles. Engineers of road freight trains, when required in emergency to go with stock to certain yards, are allowed a minimum road rate of 2 hours after arrival at yard. If time exceeds 2 hours they are allowed 3 hours' pay; if it exceeds 3 hours, 4 hours' pay, etc. Engineers in switching service receive road rates for work in certain yards.

On Railroad C, emergency service (extra work required between regular laid-out day trips or before registering off duty) payment for 12 $\frac{1}{2}$  miles is allowed for less than 12 $\frac{1}{2}$  miles, or less than one hour's work; payment for 50 miles is allowed for over 12 $\frac{1}{2}$  miles and less than 50 miles, or for over one hour and less than 4 hours; a day's pay is allowed for 50 miles or over, or for 4 hours or over. For emergency service in making locomotive repairs, payment is for one hour when employed less than an hour; 4 hours for over one hour but less than 4 hours, and one day's pay for over 4 hours and up to 8 hours. Passenger engineers who are required to heat trains, who repair engines at points where no men are employed for the purpose, or perform other extra service for which extra time is agreed to be paid, are paid 50 cents an hour. In switching service 29 minutes or less are not counted in paying overtime. For over 29 minutes payment is for one hour; for over one hour and less than 4 hours, payment is for 4 hours; for 4 hours or over, one day's pay.

<sup>2</sup> Rates paid according to class of engine.

<sup>3</sup> Weekly rate; on July 26, 1917, rate was increased to \$27.75.

<sup>4</sup> On July 26, 1917, hours were reduced to 8 a day.

<sup>5</sup> Weekly rate.

<sup>6</sup> First 5 days, 9 hours, 53 hours a week; on July 26, 1917, hours were reduced to 8 a day.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME <sup>1</sup>		Miles	Hours
		Hour	Mileage Rate (pro rata over 100 miles)		
Firemen, Locomotive. <sup>2</sup>					
Freight, Local.					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	\$2.90	Reg.	\$0.029	100	8
80,000 to 100,000 pounds, . . . . .	3.00	Reg.	.03	100	8
100,000 to 140,000 pounds, . . . . .	3.15	Reg.	.0315	100	8
140,000 to 170,000 pounds, . . . . .	3.25	Reg.	.0325	100	8
170,000 to 200,000 pounds, . . . . .	3.35	Reg.	.0335	100	8
200,000 to 250,000 pounds, . . . . .	3.45	Reg.	.0345	100	8
250,000 to 300,000 pounds, . . . . .	3.70	Reg.	.037	100	8
Over 300,000 pounds, . . . . .	4.15	Reg.	.0415	100	8
Mallet engines (regardless of weight), . . . . .	4.15	Reg.	.0415	100	8
Two firemen on locomotive.					
100,000 to 250,000 pounds, . . . . .	2.90	Reg.	.029	100	8
Over 250,000 pounds, . . . . .	3.15	Reg.	.0315	100	8
Freight, Through.					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	2.75	Reg.	.0275	100	8
80,000 to 100,000 pounds, . . . . .	2.85	Reg.	.0285	100	8
100,000 to 140,000 pounds, . . . . .	3.00	Reg.	.03	100	8
140,000 to 170,000 pounds, . . . . .	3.10	Reg.	.031	100	8
170,000 to 200,000 pounds, . . . . .	3.20	Reg.	.032	100	8
200,000 to 250,000 pounds, . . . . .	3.30	Reg.	.033	100	8
250,000 to 300,000 pounds, . . . . .	3.55	Reg.	.0355	100	8
Over 300,000 pounds, . . . . .	4.00	Reg.	.04	100	8
Mallet engines (regardless of weight), . . . . .	4.00	Reg.	.04	100	8
Two firemen on locomotive.					
100,000 to 250,000 pounds, . . . . .	2.75	Reg.	.0275	100	8
Over 250,000 pounds, . . . . .	3.00	Reg.	.03	100	8
Passenger.					
Railroad D, . . . . .	<sup>3</sup> 15.75	Reg.	-	-	<sup>4</sup> 10
Passenger, Through. <sup>5</sup>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	2.45	\$0.30 $\frac{3}{8}$	.0245	100	5
80,000 to 100,000 pounds, . . . . .	2.50	.31 $\frac{1}{4}$	.025	100	5
100,000 to 140,000 pounds, . . . . .	2.60	.32 $\frac{1}{2}$	.026	100	5
140,000 to 170,000 pounds, . . . . .	2.70	.33 $\frac{1}{4}$	.027	100	5
170,000 to 200,000 pounds, . . . . .	2.85	.35 $\frac{3}{8}$	.0285	100	5
200,000 to 250,000 pounds, . . . . .	3.00	.37 $\frac{1}{2}$	.03	100	5
250,000 to 300,000 pounds, . . . . .	3.20	.40	.032	100	5
300,000 to 350,000 pounds, . . . . .	3.40	.42 $\frac{1}{2}$	.034	100	5
Over 350,000 pounds, . . . . .	3.60	.45	.036	100	5
Mallet engines (regardless of weight), . . . . .	4.00	.50	.04	100	5

<sup>1</sup> For emergency service, or certain special duties, rates are practically the same as in the case of engineers.<sup>2</sup> Classified by weight of locomotives in pounds on drivers.<sup>3</sup> Weekly rate; on July 26, 1917, rate was increased to \$18.<sup>4</sup> On July 26, 1917, hours were reduced to 8 a day.<sup>5</sup> Same rates of wages apply for same types of engines in local (or "turn-around") passenger service, but hours are 8 in 10 a day.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME		Miles	Hours
		Hour	Mileage Rate (pro rata over 100 miles)		
<b>Firemen, Locomotive — Con.</b>					
<i>Switching.</i>					
Railroads A, B, and C:					
Less than 140,000 pounds, . . . . .	\$2.50	Reg.	\$0.025	100	8
140,000 pounds and over, . . . . .	2.60	Reg.	.026	100	8
Mallet engines (regardless of weight), . . . . .	4.00	Reg.	.04	100	8
Consolidation type engines, 70 tons and over, . . . . .	2.90	Reg.	.029	100	8
Railroad D, . . . . .	<sup>1</sup> 14.55	Reg.	-	-	<sup>2</sup> 9
<i>Hostlers.</i>					
Railroads A, B, and C:					
Hostlers, . . . . .	2.40	Reg.	-	-	8
Hostlers handling engines between passenger stations, and roundhouses or yards or on main tracks, . . . . .	3.25	Reg.	-	-	8
Assistants in above work, . . . . .	2.50	Reg.	-	-	8

<sup>1</sup> Weekly rate.<sup>2</sup> First 5 days, 9 hours, 53 hours a week; on July 26, 1917, hours were reduced to 8 a day.

TABLE 16. STEAM RAILROAD SERVICE—CONTINUED.

## SIGNAL MAINTENANCE SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR <sup>1</sup>		
	Unit	One rate only	Maximum	Minimum	DAY		Week
					Monday to Friday	Saturday	
<b>Blacksmiths.</b>							
Railroad B, . . . . .	Day	\$3.25	—	—	9½	8	55½
Railroad C, . . . . .	Day	—	<sup>2</sup> \$3.67	\$3.19	10	10	60
<b>Clerks.</b>							
Railroad C, . . . . .	Week	—	<sup>3</sup> 23.00	<sup>3</sup> 8.00	8	5	45
<b>Draftsmen (Head).</b>							
Railroad C (new men), . . . . .	Week	19.00	—	—	8	5	45
<b>Electricians.</b>							
Railroad A:							
Interlocking, . . . . .	Day	<sup>4</sup> 2.76	—	—	10	10	60
Linemen, chief, . . . . .	Day	<sup>4</sup> 3.03	—	—	10	10	60
Linemen, telephone, . . . . .	Day	<sup>4</sup> 3.24	—	—	10	10	70
Wiremen, chief, signal, . . . . .	Day	—	<sup>4</sup> 3.54	<sup>4</sup> 3.24	10	10	70
Railroad B (wiremen), . . . . .	Day	3.00	—	—	9½	8	55½
Railroad C:							
Circuit designers, . . . . .	Week	25.30	—	—	9	9	54
Linemen, . . . . .	Day	—	<sup>5</sup> 3.67	3.48	9	9	54
Linemen, . . . . .	Week	<sup>6</sup> 27.50	—	—	10	10	60
Wiremen, . . . . .	Day	—	<sup>7</sup> 3.75	<sup>7</sup> 3.48	9	9	54
Railroad D (first class), . . . . .	Week	18.00	—	—	8	8	48
Railroad D (second class), . . . . .	Week	—	16.50	15.00	8	8	48
<b>Engineers, Office.</b>							
Railroad C, . . . . .	Week	23.75	—	—	8	5	45
<b>Foremen.</b>							
Railroad A (interlocking), . . . . .	Day	<sup>4</sup> 3.54	—	—	10	10	70
Railroad A (signal), . . . . .	Day	<sup>4</sup> 3.54	—	—	10	10	70
Railroad B (foremen), . . . . .	Week	26.95	—	—	9½	8	55½
Railroad B (foremen, general), . . . . .	Week	31.75	—	—	9½	8	55½

<sup>1</sup> Where more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service, or local conditions. Overtime rates are as follows:—

*Railroad A.*—Regular maintenance men in charge of large plants or sections are paid for 7 days a week, but work only 8 hours on Sunday. Construction men work 6 days a week and are paid time and one-half for all overtime. When regular maintenance men work with construction men on Sundays, during extensive repairs, they receive time and one-half.

*Railroad B.*—Time and one-quarter is paid for overtime on Sundays, July Fourth, Labor Day, Thanksgiving Day, and Christmas Day up to 6 p.m.; time and one-half thereafter. On other days regular rate is paid up to 8 p.m.; and time and one-half thereafter. When called out at night, time and one-half is paid.

On Railroad B the hours of labor were changed in June, 1917; for 6-day men, 9½ hours on 5 days and 8 hours on Saturday; for 7-day men the same hours on 6 days and 8 hours on Sunday; all to be paid for 10 hours a day and all overtime at the rate of time and one-half.

*Railroad C.*—Regular maintenance men are paid time and one-half for all emergency work due to conditions over which they have no control, such as accidents, breakages, or climatic conditions. Construction men are paid time and one-half for all overtime.

<sup>2</sup> Rate was increased 35 cents a day on October 27, 1917.

<sup>3</sup> Minimum rate was increased to \$9.70 and maximum rate to \$27.95 a week on November 24, 1917.

<sup>4</sup> Rate was increased 6 per cent. on August 18, 1917, and 5 per cent. on November 17, 1917.

<sup>5</sup> Rate was increased to \$3.93 on October 27, 1917.

<sup>6</sup> Rate was increased to \$30.50 on October 27, 1917.

<sup>7</sup> Rate was increased 45 cents a day on October 27, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## SIGNAL MAINTENANCE SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR		
	Unit	One rate only	Maximum	Minimum	DAY		Week
					Monday to Friday	Saturday	
<b>Foremen — Con.</b>							
Railroad C:							
Foremen (Boston), . . . . .	Day	<sup>1</sup> \$3.90	—	—	9	9	54
Foremen (outside of Boston), . . . . .	Day	3.47	—	—	9	9	54
Foremen, electrical, . . . . .	Week	<sup>2</sup> 28.75	—	—	9	9	54
Foremen, general, . . . . .	Week	29.16	—	—	10	10	60
Foremen, line, . . . . .	Week	<sup>2</sup> 30.50	—	—	10	10	60
Railroad D, . . . . .	Week	25.00	—	—	8	8	48
<b>Foremen, Assistant.</b>							
Railroad A (interlocking), . . . . .	Day	<sup>3</sup> 3.42	—	—	10	10	70
Railroad A (signal), . . . . .	Day	<sup>3</sup> 3.24	—	—	10	10	70
Railroad B, . . . . .	Week	24.85	—	—	9½	8	55½
Railroad C, . . . . .	Day	<sup>4</sup> 3.90	—	—	9	9	54
<b>Groundmen.</b>							
Railroad C, . . . . .	Day	<sup>5</sup> 2.20	—	—	10	10	60
<b>Helpers.</b>							
Railroad A, . . . . .	Day	—	<sup>3</sup> \$2.21	<sup>3</sup> \$2.10	10	10	70
Railroad A (mechanical and electrical), . . . . .	Day	<sup>3</sup> 2.48	—	—	10	10	60
Railroad B, . . . . .	Day	—	2.65	<sup>6</sup> 2.10	9½	8	55½
Railroad C:							
Helpers, . . . . .	Day	<sup>7</sup> 2.10	—	—	10	10	60
Helpers, general, . . . . .	Day	—	<sup>4</sup> 2.57	<sup>8</sup> 2.31	10	10	60
Helpers, tower, . . . . .	Day	<sup>9</sup> 2.92	—	—	8	8	56
<b>Lampmen.</b>							
Railroad C (arc light trimmers), . . . . .	Day	<sup>4</sup> 2.60	—	—	9	9	54
Railroad C (tower), . . . . .	Day	—	<sup>8</sup> 2.27	<sup>7</sup> 2.10	10	10	60
<b>Machinists, Signal.</b>							
Railroad A, . . . . .	Day	<sup>3</sup> 3.58	—	—	10	10	70
<b>Maintainers.</b>							
Railroad A, . . . . .	Day	—	<sup>3</sup> 3.36	<sup>3</sup> 3.14	10	10	70
Railroad A (interlocking), . . . . .	Day	<sup>3</sup> 2.92	—	—	12	12	<sup>10</sup> 84
Railroads A and B (Boston Terminal Division), . . . . .	Day	—	<sup>11</sup> 3.75	<sup>11</sup> 2.00	8	8	56
Railroad B, . . . . .	Day	—	3.55	3.00	9½	8	55½
Railroad C:							
Electric light, . . . . .	Day	—	<sup>4</sup> 3.48	<sup>4</sup> 2.92	9	9	54
Mechanical, . . . . .	Day	<sup>12</sup> 2.90	—	—	9	9	54
Signal, . . . . .	Day	<sup>8</sup> 3.19	—	—	10	10	60
<b>Maintainers, Assistant.</b>							
Railroad A, . . . . .	Day	<sup>3</sup> 2.81	—	—	10	10	70
Railroad B, . . . . .	Day	2.65	—	—	9½	8	55½
Railroad C (signal), . . . . .	Day	<sup>8</sup> 2.65	—	—	10	10	60

<sup>1</sup> Rate was increased to \$4.55 a day on October 27, 1917.<sup>2</sup> Rate was increased to \$34 a week on October 27, 1917.<sup>3</sup> Rate was increased 6 per cent. on August 18, 1917, and 5 per cent. on November 17, 1917.<sup>4</sup> Rate was increased 45 cents a day on October 27, 1917.<sup>5</sup> Rate was increased to \$2.60 a day on October 27, 1917.<sup>6</sup> Minimum rate of \$2.40 a day was adopted on November 9, 1917.<sup>7</sup> Rate was increased 25 cents a day on October 27, 1917.<sup>8</sup> Rate was increased 35 cents a day on October 27, 1917.<sup>9</sup> Rate was increased to \$3.02 a day on October 27, 1917.<sup>10</sup> One day off, alternate weeks, with pay.<sup>11</sup> Maximum rate was increased to \$4.10, and the minimum rate to \$2.25 on October 20, 1917.<sup>12</sup> Rate was increased to \$3.27 a day on October 27, 1917.



TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## SIGNAL MAINTENANCE SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR			
	Unit	One rate only	Maximum	Minimum	DAY		Week	
					Monday to Friday	Saturday		
<b>Mechanics.</b>								
Railroad A (interlocking), . . . . .	Day	<sup>1</sup> \$3.24	-	-	10	10	60	
Railroad A (signal), . . . . .	Day	<sup>1</sup> 2.94	-	-	10	10	60	
<b>Painters.</b>								
Railroad C (tower), . . . . .	Day	<sup>2</sup> 2.92	-	-	9	9	54	
<b>Repairmen.</b>								
Railroad C (tower), . . . . .	Day	<sup>2</sup> 3.67	-	-	9	9	54	
<b>Signalmen.</b>								
Railroad C:								
Signalmen, . . . . .	Day	-	<sup>3</sup> \$2.92	<sup>2</sup> \$2.65	10	10	60	
Signalmen, general, . . . . .	Day	<sup>2</sup> 2.92	-	-	10	10	60	
Signalmen, universal, . . . . .	Day	-	<sup>2</sup> 3.47	<sup>2</sup> 3.19	10	10	60	
Supervisors, . . . . .	Week	32.20	-	-	9	9	54	
Supervisors, assistant, . . . . .	Week	25.30	-	-	9	9	54	
<b>Switchfitters.</b>								
Railroad B, . . . . .	Day	-	3.25	3.00	9½	8	55½	
Railroad B (chief), . . . . .	Day	3.50	-	-	9½	8	55½	
<b>Switchmen (Groundmen).</b>								
Railroads A and B (Boston Terminal Division), . . . . .	Day	-	2.96	2.80	8	8	56	

<sup>1</sup> Rate was increased 6 per cent. on August 18, 1917, and 5 per cent. on November 17, 1917.<sup>2</sup> Rate was increased 35 cents a day on October 27, 1917.<sup>3</sup> Rate was increased to \$3.10 a day on October 27, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Baggagemasters.</b>						
Railroads A and B (Boston), . . . . .	Week	—	<sup>2</sup> \$28.00	<sup>2</sup> \$26.00	10	70
Railroad C (Boston), . . . . .	Day	<sup>3</sup> \$3.72	—	—	—	—
Railroad D (Boston), . . . . .	Week	—	16.50	14.00	—	—
Railroad D (way stations), . . . . .	Week	—	13.50	12.50	—	—
<b>Baggagemasters, Assistant.</b>						
Railroads A and B (foremen, Boston), . . . . .	Day	<sup>4</sup> 3.10	—	—	10	{ 60 70
Railroads A and B (assistant foremen, Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad C (assistant foremen, Boston), . . . . .	Day	—	<sup>3</sup> 3.46	<sup>3</sup> 3.35	—	—
<b>Baggagemen.</b>						
Railroads A and B (Boston), . . . . .	Day	—	<sup>2</sup> 2.25	<sup>6</sup> 1.75	—	—
Railroad C (Boston), . . . . .	Day	<sup>3</sup> 2.56	—	—	—	—
<b>Baggagemen (Boardmen and Valise Room Men).</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad C (Boston), . . . . .	Day	<sup>2</sup> 2.93	—	—	—	—
<b>Baggagemen (Checkmen).</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad A (outside of Boston), . . . . .	Day	—	<sup>6</sup> 2.54	<sup>6</sup> 2.47	10	60
<b>Baggagemen (Mail Porters).</b>						
Railroad C (Boston), . . . . .	Day	<sup>2</sup> 2.83	—	—	—	—
<b>Baggagemen (Parcel Clerks).</b>						
Railroads A and B (Boston), . . . . .	Day	2.25	—	—	10	{ 60 70
<b>Baggagemen (Porters).</b>						
Railroads A and B (Boston), . . . . .	Day	—	<sup>7</sup> 2.25	<sup>7</sup> 1.75	10	{ 60 70
Railroad D, . . . . .	Week	—	13.75	11.75	8	56
Railroad D (women), . . . . .	Week	9.35	—	—	—	—
<b>Baggagemen (Shippers).</b>						
Railroad A (outside of Boston), . . . . .	Day	<sup>8</sup> 2.40	—	—	10	60
Railroads A and B (Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad C (Boston), . . . . .	Day	<sup>3</sup> 3.04	—	—	—	—
<b>Cashiers and Operators.</b>						
Railroad C, . . . . .	Day	—	<sup>9</sup> 2.95	<sup>9</sup> 2.65	—	—

<sup>1</sup> Where more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service or local conditions.

<sup>2</sup> On October 9, 1917, rate was increased \$2 a week.

<sup>3</sup> In October, 1917, rate was increased 40 cents.

<sup>4</sup> On October 9, 1917, rate was increased 25 cents.

<sup>5</sup> Minimum rate of \$2.40 was adopted on October 9, 1917.

<sup>6</sup> One rate of \$2.79 was adopted on October 17, 1917.

<sup>7</sup> Three rates, \$2.65, \$2.50, and \$2.40, were adopted on October 9, 1917.

<sup>8</sup> Rate was increased to \$2.50 on October 17, 1917.

<sup>9</sup> On October 25, 1917, rate was increased 35 cents.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Cleaners.</b>						
Railroads A and B:						
Men (Boston), . . . . .	Day	—	<sup>1</sup> \$2.20	<sup>1</sup> \$2.00	10	70
Men (Boston), . . . . .	Day	—	<sup>2</sup> 2.00	<sup>2</sup> 1.85	9	63
Women (Boston), . . . . .	Day	<sup>1</sup> \$1.50	—	—	10	70
Railroad C:					9	54
Foremen, . . . . .	Day	<sup>3</sup> 2.65	—	—	—	—
Men, . . . . .	Day	<sup>3</sup> 2.20	—	—	—	—
Women, . . . . .	Day	<sup>4</sup> 1.62	—	—	9	54
<b>Clerks (Baggage).</b>						
Railroad A, . . . . .	Day	<sup>5</sup> 2.28	—	—	9	—
Railroad C, . . . . .	Day	—	<sup>3</sup> 3.40	<sup>3</sup> 2.83	9	—
<b>Clerks and Operators.</b>						
Railroad B (Boston), . . . . .	Week	—	19.00	18.00	8	—
	Week	—	17.50	16.50	9	—
	Week	18.00	—	—	12	72
	Week	—	19.25	17.00	8	—
Railroad B (outside of Boston), . . . . .	Week	—	20.00	16.50	9	—
	Week	—	19.00	16.50	10	—
	Week	—	21.50	15.00	12	—
Railroad C, . . . . .	Day	—	<sup>6</sup> 3.05	<sup>6</sup> 1.45	—	—
<b>Coal Handlers.</b>						
Railroad D, . . . . .	Week	17.50	—	—	8	56
<b>Crossing Tenders and Gatemen.</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>1</sup> 2.80	—	—	9	63
Railroad C:						
Boston, . . . . .	Day	<sup>3</sup> 2.78	—	—	10	70
Boston, head, . . . . .	Day	<sup>3</sup> 3.57	—	—	10	70
Outside of Boston, . . . . .	Day	—	<sup>4</sup> 2.15	<sup>3</sup> 1.70	—	—
Railroad D, . . . . .	Week	14.00	—	—	8	56
<b>Deck Hands.</b>						
Railroad D (1st class), . . . . .	Week	17.50	—	—	8	48
Railroad D (2nd class), . . . . .	Week	16.50	—	—	8	48
<b>Drop Tenders.</b>						
Railroad D, . . . . .	Week	16.50	—	—	—	—
<b>Elevatormen (Passenger).</b>						
Railroads A and B (Boston), . . . . .	Day	—	2.00	<sup>7</sup> 1.65	10	70
<b>Elevatorwomen (Passenger).</b>						
Railroads A and B (Boston), . . . . .	Day	—	2.00	<sup>7</sup> 1.65	9	54
<b>Engineers (Marine).</b>						
Railroad D, . . . . .	Week	30.00	—	—	8	48
<b>Firemen.</b>						
Railroad D, . . . . .	Week	17.95	—	—	8	56

<sup>1</sup> On October 9, 1917, rate was increased 25 cents.

<sup>2</sup> On October 9, 1917, rate was increased 30 cents.

<sup>3</sup> In October, 1917, rate was increased 40 cents.

<sup>4</sup> Rate was increased 20 cents in October, 1917.

<sup>5</sup> Rate was increased to \$2.31 on October 17, 1917.

<sup>6</sup> On October 25, 1917, rate was increased 35 cents.

<sup>7</sup> Minimum rate of \$2.25 was adopted on October 9, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Freight Agents.</b>						
Railroad B (outside of Boston), . . . .	Week	—	<sup>1</sup> \$27.50	\$24.00	12	—
<b>Freight Agents and Operators.</b>						
Railroad B (outside of Boston), . . . .	Week	—	26.50	25.00	12	—
<b>Freight Checkers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>2</sup> \$3.00	—	—	10	60
Railroad A (outside of Boston), . . . .	Day	<sup>3</sup> 2.66	—	—	10	60
Railroad B (Boston), . . . . .	Day	3.00	—	—	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 3.00	—	—	10	60
Railroad C (outside of Boston), . . . .	Day	<sup>4</sup> 2.52	—	—	10	60
<b>Freight Deliverers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>5</sup> 2.78	—	—	10	—
Railroad A (outside of Boston), . . . .	Day	<sup>4</sup> 2.40	—	—	10	60
Railroad B (Boston), . . . . .	Day	2.80	—	—	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 3.00	—	—	10	—
Railroad C (outside of Boston), . . . .	Day	<sup>4</sup> 2.45	—	—	10	60
<b>Freight Handlers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>7</sup> 2.50	—	—	10	—
Railroad B, . . . . .	Day	<sup>8</sup> 2.42	—	—	10	60
Railroad C, . . . . .	Day	<sup>4</sup> 2.50	—	—	10	—
<b>Freight Laborers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>7</sup> 2.50	—	—	10	60
Railroad A (outside of Boston), . . . .	Day	<sup>9</sup> 2.15	—	—	10	60
Railroad B, . . . . .	Day	<sup>4</sup> 2.50	—	—	10	60
Railroad C (longshoremen, outside of Boston),	Day	—	<sup>4</sup> 2.25	<sup>4</sup> 2.15	10	60
<b>Freight Receivers.</b>						
Railroad A (Boston), . . . . .	Day	—	<sup>5</sup> 2.96	2.82	10	60
Railroad A (outside of Boston), . . . .	Day	<sup>6</sup> 2.40	—	—	10	60
Railroad B (Boston), . . . . .	Day	2.90	—	—	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 3.00	—	—	10	60
<b>Guides.</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>10</sup> 2.80	—	—	9	63
<b>Mail Carriers.</b>						
Railroad C, . . . . .	Day	—	<sup>11</sup> 2.09	<sup>11</sup> 1.75	—	—
<b>Matrons.</b>						
Railroad D, . . . . .	Week	—	9.75	9.25	8	43

<sup>1</sup> Maximum rate of \$38.50 was adopted on July 20, 1917.<sup>2</sup> Rate was increased 34 cents on October 17, 1917.<sup>3</sup> Rate was increased 27 cents on October 17, 1917.<sup>4</sup> On November 17, 1917, rate was increased 40 cents.<sup>5</sup> Rate was increased to \$3.34 on October 17, 1917.<sup>6</sup> Rate was increased to \$2.64 on October 17, 1917.<sup>7</sup> In October, 1917, rate was increased 40 cents.<sup>8</sup> Rate was increased to \$2.90 on November 17, 1917.<sup>9</sup> Rate was increased 20 cents in October, 1917.<sup>10</sup> On October 9, 1917, rate was increased 25 cents.<sup>11</sup> On November 17, 1917, maximum rate was increased to \$3.15 and minimum rate to \$2.49.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Oilers, Ferry.</b>						
Railroad D, . . . . .	Week	\$12.25	-	-	8	48
<b>Pilots.</b>						
Railroad D, . . . . .	Week	31.15	-	-	8	48
Railroad D (relief pilots), . . . . .	Week	23.05	-	-	-	-
<b>Station Agents.</b>						
Railroad A, . . . . .	Day	-	\$3.93	\$1.79	9-13	63-91
Railroad A (relief), . . . . .	Day	3.66	-	-	-	-
Railroad A, . . . . .	Week	-	18.00	16.00	9	-
Railroad B (Boston), . . . . .	Week	-	25.00	12.95	12	-
Railroad B (outside of Boston), . . . . .	Week	-	25.75	9.40	12	-
Railroad C, . . . . .	Day	-	<sup>1</sup> 3.95	<sup>1</sup> 2.10	-	-
Railroad D (Boston), . . . . .	Week	25.00	-	-	8	48
Railroad D (way stations), . . . . .	Week	-	15.00	13.50	8	48
<b>Station Agents and Operators.</b>						
Railroad B:						
Boston, . . . . .	Week	-	22.00	18.00	9	-
Outside of Boston, . . . . .	Week	-	25.50	17.25	12	-
Railroad C, . . . . .	Week	-	28.00	16.00	12	-
Railroad C, . . . . .	Day	-	<sup>1</sup> 3.95	<sup>1</sup> 2.30	-	-
<b>Station Agents and Operators, Assistant.</b>						
Railroad B (outside of Boston), . . . . .	Week	-	20.00	18.00	8	-
Railroad B, . . . . .	Week	-	20.00	17.50	9	-
Railroad C, . . . . .	Week	23.10	-	-	10	-
Railroad C, . . . . .	Day	<sup>1</sup> 2.70	-	-	-	-
<b>Telegraph Operators.</b>						
Railroad A, . . . . .	Day	-	3.17	2.23	-	-
Railroad B (Boston), . . . . .	Week	23.20	-	-	8	-
Railroad B, . . . . .	Week	14.25	-	-	12	-
Railroad C, . . . . .	Day	-	<sup>1</sup> 3.25	<sup>1</sup> 2.35	-	-
<b>Ticket Agents.</b>						
Railroad A, . . . . .	Week	-	26.44	20.59	12	-
Railroad B (Boston), . . . . .	Week	-	20.00	16.00	12	-
Railroad B (outside of Boston), . . . . .	Week	-	25.00	21.00	<sup>2</sup> 12-9	-
Railroad C, . . . . .	Day	-	<sup>1</sup> 3.35	<sup>1</sup> 2.05	10	70
Railroad C, . . . . .	Week	-	<sup>2</sup> 27.85	26.70	10	70
Railroad D, . . . . .	Week	-	18.50	15.50	-	-
Railroad D (women), . . . . .	Week	10.50	-	-	-	-
<b>Ticket Agents, Assistant.</b>						
Railroad C, . . . . .	Day	-	<sup>1</sup> 2.85	<sup>1</sup> 2.35	10	70
<b>Ticket Agents and Operators.</b>						
Railroad B, . . . . .	Week	-	21.00	19.50	8	-
Railroad B, . . . . .	Week	-	21.00	18.00	9	-
Railroad B, . . . . .	Week	-	25.00	20.00	12	-
Railroad C, . . . . .	Day	-	<sup>1</sup> 3.20	<sup>1</sup> 2.35	10	70
Railroad C, . . . . .	Week	<sup>2</sup> 20.70	-	-	10	70
<b>Ticket Agents and Operators, Assistant.</b>						
Railroad C, . . . . .	Day	-	<sup>1</sup> 2.85	<sup>1</sup> 2.30	10	70

<sup>1</sup> On October 25, 1917, rate was increased 35 cents.<sup>2</sup> Employees receiving \$25 work 12-hour day, and those receiving \$21 work 9-hour day.<sup>3</sup> Rate was increased \$2.45 on October 25, 1917.



TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Ticket Clerks.</b>						
Railroad B, . . . . .	Week	\$18.50	-	-	9	-
<b>Ticket Clerks and Operators.</b>						
Railroad B (Boston), . . . . .	Week	-	\$19.00	\$18.00	12	-
Railroad B (outside of Boston), . . . . .	Week	-	19.75	17.00	9	-
	Week	-	19.50	17.50	12	-
<b>Ticket Sellers.</b>						
Railroad C, . . . . .	Day	-	<sup>1</sup> 3.45	<sup>1</sup> 3.20	10	70
Railroad C, . . . . .	Week	<sup>2</sup> 16.35	-	-	10	70
<b>Watchmen.</b>						
Railroad C (Boston), . . . . .	Day	-	<sup>3</sup> 2.41	<sup>3</sup> 1.94	10	70
Railroad C (outside of Boston), . . . . .	Day	-	<sup>3</sup> 2.26	<sup>3</sup> 1.82	12	84

<sup>1</sup> On October 25, 1917, rate was increased 35 cents.<sup>2</sup> Rate was increased \$2.45 on October 25, 1917.<sup>3</sup> In October, 1917, rate was increased 40 cents.

TABLE 16. STEAM RAILROAD SERVICE—CONTINUED.

## SWITCH TOWER SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				Daily Hours of Labor <sup>2</sup>	
	Unit	One rate only	Maxi- mum	Mini- mum		
<b>Agents, Operators, and Towermen.</b>						
Railroad B, . . . . .	{	Week	-	\$20.50	\$19.00	8
		Week	-	20.50	18.50	9
		Week	-	19.00	18.50	12
<b>Announcers.</b>						
Boston (Terminal Division), . . . . .	Day	-	\$ 2.65	\$ 2.50	8	
<b>Car Distributors.</b>						
Railroad B, . . . . .	Week	\$27.00	-	-	10	
<b>Clerks, Operators, and Towermen.</b>						
Railroad B, . . . . .	{	Week	-	19.00	17.00	8
		Week	-	19.50	19.00	9
<b>Levermen or Helpers.</b>						
Boston (Terminal Division), . . . . .	Day	\$ 3.80	-	-	8	
Railroad A, . . . . .	Day	-	2.90	2.74	8	
Railroad B, . . . . .	Week	-	21.50	18.00	8	
Railroad C, . . . . .	Day	-	\$ 3.92	\$ 3.02	8	
Railroad C (relief), . . . . .	Day	\$ 3.17	-	-	8	
<b>Sheetmen.</b>						
Railroad C, . . . . .	Day	\$ 3.17	-	-	8	
Railroad C (Terminal, clerks and sheetmen), . . . . .	Day	\$ 3.27	-	-	8	
<b>Tower Directors.</b>						
Boston (Terminal Division), . . . . .	Day	\$ 4.80	-	-	8	
Railroad A, . . . . .	Day	4.20	-	-	8	
Railroad B, . . . . .	Week	27.00	-	-	8	
Railroad C, . . . . .	Day	-	\$ 4.67	\$ 3.32	8	
Railroad D, . . . . .	Week	-	21.50	20.00	8	
<b>Towermen.<sup>2</sup></b>						
Railroad A, . . . . .	Day	-	3.17	2.51	28	
Railroad A (relief), . . . . .	Day	3.34	-	-	28	
Railroad B, . . . . .	{	Week	-	23.75	16.00	28
		Week	-	21.00	18.50	29
		Week	-	20.00	16.00	212
Railroad B (clerks), . . . . .	Week	16.00	-	-	-	
Railroad C, . . . . .	Day	-	\$ 3.42	\$ 2.72	28	
Railroad D, . . . . .	Week	-	20.00	18.35	28	
<b>Towermen and Operators.</b>						
Railroad B, . . . . .	{	Week	22.75	-	-	12
		Week	18.00	-	-	9
<b>Switchmen.</b>						
Railroad A (groundmen), . . . . .	Day	2.59	-	-	12	

<sup>1</sup> Where more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service or local conditions.

<sup>2</sup> Nearly all towermen work 7 days a week.

<sup>3</sup> Rate was increased 30 cents on October 20, 1917.

<sup>4</sup> Rate was increased 40 cents on October 20, 1917.

<sup>5</sup> Rate was increased 38 cents on December 1, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONCLUDED.

## SWITCH TOWER SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				Daily Hours of Labor
	Unit	One rate only	Maxi- mum	Mini- mum	
Switchmen and Telegraph Operators.					
Railroad B, . . . . .	Week	\$17.50	-	-	12
	Day	2.60	-	-	12
Railroad C, { . . . . .	Day	-	<sup>1</sup> \$2.50	<sup>1</sup> \$2.45	12
	Night	-	<sup>1</sup> 2.65	<sup>1</sup> 2.45	12
	Day	2.60	-	-	12
Telephone Operators.					
Boston (Terminal Division), . . . . .	Day	<sup>2</sup> 2.80	-	-	8

<sup>1</sup> Rate was increased 35 cents on October 25, 1917.<sup>2</sup> Rate was increased 40 cents on October 20, 1917.

TABLE 17. STREET AND ELECTRIC RAILWAY SERVICE.

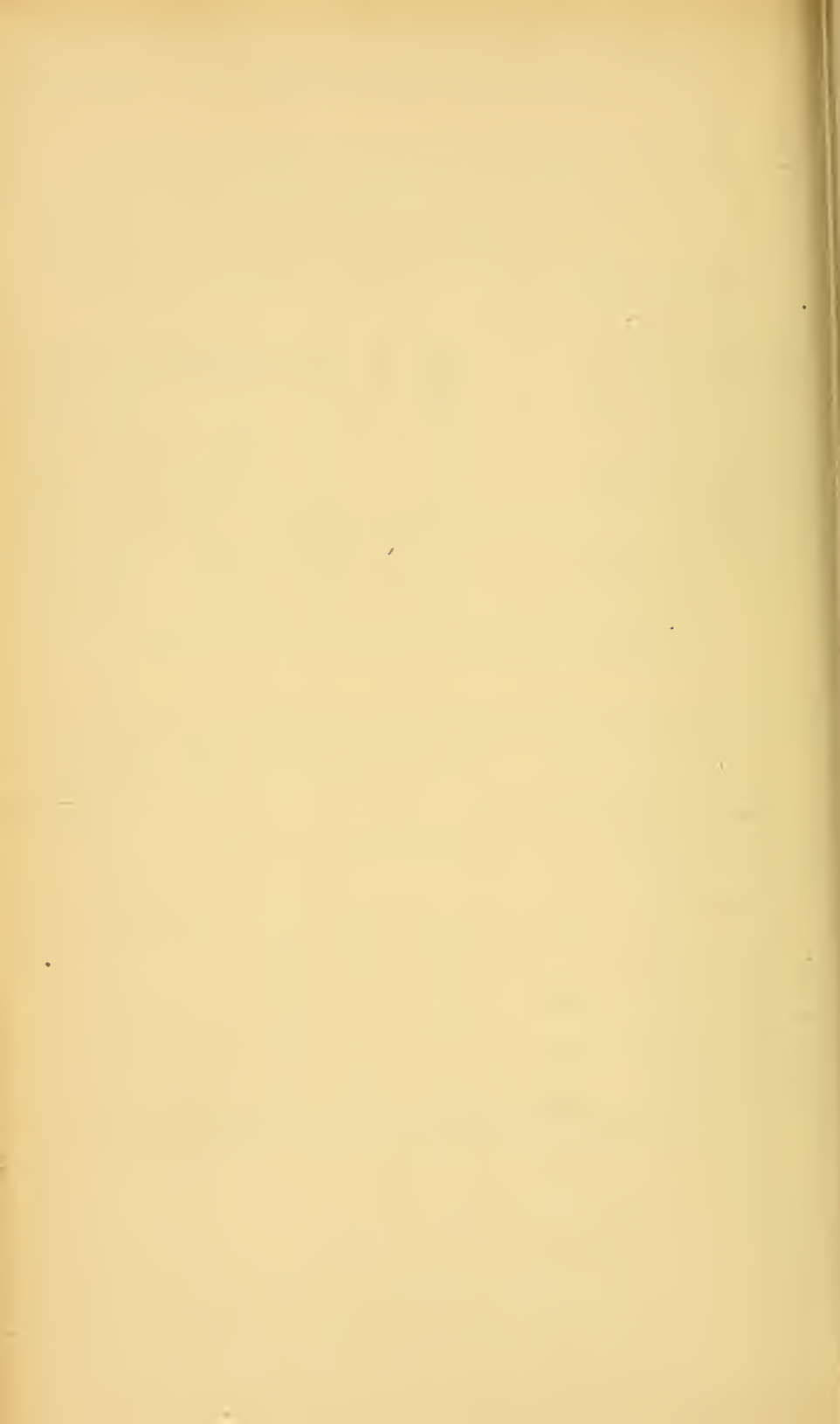
COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR						
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Motormen and Conductors — Surface Lines.</b>							
Bay State St. Ry. Co., . . . . .	\$0.27½	\$0.28	\$0.29	\$0.30	\$0.31	\$0.32	\$0.33
Boston Elevated Ry. Co., . . . . .	.29½	.29¾	.31	.31¾	.32¼	.33¼	.34¾
Boston & Worcester St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Concord, Maynard & Hudson St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30
Connecticut Valley St. Ry. Co., . . . . .	.23½	.23½	.24	.25	.26	.27½	.27½
Fitchburg & Leominster St. Ry. Co., . . . . .	.26	.27	{ 1.28	1.29	1.30	1.31	.33
Holyoke St. Ry. Co., . . . . .	.27	.28	.29	.30	.31	.33	.33
Interstate Consolidated St. Ry. Co., . . . . .	.28½	.30	.31½	.32½	.34½	.34½	.34½
Mass. Northeastern St. Ry. Co., . . . . .	.24½	.25	.26	.27	.28	.29	.30½
Middlesex & Boston St. Ry. Co., . . . . .	.27	.27	.29	.31	.33	.34	.34
Milford & Uxbridge St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Milford, Attleboro & Woonsocket St. Ry. Co., . . . . .	.28½	.30	.31½	.32½	.34½	.34½	.34½
New Bedford & Onset St. Ry. Co., . . . . .	.27	.28	.30	.31	.32	.33	.34
Northampton St. Ry. Co., . . . . .	.27	.27	.28	.29	.30	.31	.32
Northern Mass. St. Ry. Co., . . . . .	.23½	.23½	.24	.25	.26	.27½	.27½
Springfield St. Ry. Co., <sup>2</sup> . . . . .	2.55½	2.70½	2.85½	2.95½	3.10½	3.10½	3.10½
Union St. Ry. Co. (New Bedford), . . . . .	.27	.28	.30	.31	.32	.33	.34
Worcester Consolidated St. Ry. Co., . . . . .	.28½	.30	.31½	.32½	.34½	.34½	.34½

<sup>1</sup> Smaller rate paid for first 6 months of the year; larger rate for second 6 months.

<sup>2</sup> Rates per day for 9 hours' work.

OCCUPATIONS AND COMPANY.	YEARS OF SERVICE AND RATES PER HOUR					
	1st Year	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Brakemen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	\$0.24¾	\$0.25¾	\$0.26	\$0.26½	\$0.27	\$0.27½
<b>Collectors.</b>						
Boston Elevated Ry. Co., . . . . .	{ 1.17¾ .18¾	1.19¾ .20¾	.21¾	.21¾	.21¾	.21¾
<b>Gatemen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.21¾	.22¼	.22¾	.23	.23¼	.23¾
<b>Guards, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.28¾	.29¼	.29¾	.30¼	.30¾	.31¾
<b>Motormen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.33	.33¾	.34½	.35¼	.36	.36¾

<sup>1</sup> Smaller rate paid for first 6 months of the year; larger rate for second 6 months.





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